

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Utilities



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



OESC 2004 Benefits Survey

About this Publication:

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

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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.

UTILITIES

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



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

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

Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question
(If any)

ALL INDUSTRIES
Full-time Hourly

Employee Category

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

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

Response Categories

Example 1.
(see below)

Example 2.
(see below)

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

Description of Applicable Firms

Number and Percentage of Responding Firms

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

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

UTILITIES

Salaried

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	37	4.3	98	1.7
All Size Firms	37	3.6	98	0.5
SIX HOLIDAYS				
Small Firms	289	33.4	1,158	19.6
Medium Size Firms	51	40.2	1,829	58.8
Large Firms	6	15.0	726	5.8
All Size Firms	346	33.6	3,713	17.3
SEVEN HOLIDAYS				
Small Firms	131	15.2	689	11.6
Medium Size Firms	16	12.6	327	10.5
Large Firms	9	22.5	1,041	8.4
All Size Firms	156	15.1	2,057	9.6
EIGHT HOLIDAYS				
Small Firms	265	30.7	2,486	42.0
Medium Size Firms	30	23.6	364	11.7
Large Firms	4	10.0	858	6.9
All Size Firms	299	29.0	3,708	17.3
NINE HOLIDAYS				
Small Firms	44	5.1	642	10.8
Medium Size Firms	7	5.5	87	2.8
Large Firms	3	7.5	829	6.7
All Size Firms	54	5.2	1,558	7.3
TEN HOLIDAYS				
Small Firms	27	3.1	165	2.8
Medium Sized Firms	16	12.6	405	13.0
Large Firms	12	30.0	5,981	48.2
All Size Firms	55	5.3	6,551	30.5
ELEVEN HOLIDAYS				
Small Firms	27	3.1	47	0.8
Large Firms	5	12.5	2,945	23.7
All Size Firms	32	3.1	2,992	14.0
TWELVE or MORE HOLIDAYS				
Small Firms	44	5.1	634	10.7
Medium Size Firms	7	5.5	99	3.2
Large Firms	1	2.5	34	0.3
All Size Firms	52	5.0	767	3.6
Subtotal of Small Firms	864	100.0	5,919	100.0
Subtotal of Medium Size Firms	127	100.0	3,111	100.0
Subtotal of Large Firms	40	100.0	12,414	100.0
Grand Total	1,031	100.0	21,444	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more salaried employees and offer one or more paid holidays. 71 utilities firms, or 88.8% of the utilities firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

TABLE 10: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Utilities Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SIX HOLIDAYS				
Small Firms	273	35.5	1,611	27.4
Medium Size Firms	62	47.3	2,828	40.4
Large Firms	6	15.8	2,553	11.4
All Size Firms	341	36.3	6,992	19.8
SEVEN HOLIDAYS				
Small Firms	99	12.9	1,285	21.9
Medium Size Firms	12	9.2	710	10.1
Large Firms	9	23.7	4,729	21.1
All Size Firms	120	12.8	6,724	19.0
EIGHT HOLIDAYS				
Small Firms	240	31.2	1,966	33.5
Medium Size Firms	24	18.3	1,606	22.9
Large Firms	4	10.5	1,225	5.5
All Size Firms	268	28.5	4,797	13.6
NINE HOLIDAYS				
Small Firms	27	3.5	21	0.4
Medium Size Firms	7	5.3	352	5.0
Large Firms	3	7.9	1,978	8.8
All Size Firms	37	3.9	2,351	6.7
TEN HOLIDAYS				
Medium Sized Firms	11	8.4	306	4.4
Large Firms	10	26.3	4,842	21.6
All Size Firms	21	2.2	5,148	14.6
ELEVEN HOLIDAYS				
Small Firms	55	7.1	332	5.7
Medium Size Firms	6	4.6	600	8.6
Large Firms	5	13.2	6,621	29.5
All Size Firms	66	7.0	7,553	21.4
TWELVE or MORE HOLIDAYS				
Small Firms	76	9.9	657	11.2
Medium Size Firms	9	6.9	596	8.5
Large Firms	1	2.6	492	2.2
All Size Firms	86	9.2	1,745	4.9
Subtotal of Small Firms	770	100.0	5,872	100.0
Subtotal of Medium Size Firms	131	100.0	6,998	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	939	100.0	35,310	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and offer one or more paid holidays. 67 utilities firms, or 88.2% of the utilities firms with full time employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SIX HOLIDAYS				
Small Firms	124	48.8	238	40.4
Medium Size Firms	13	27.7	653	52.2
All Size Firms	137	41.8	891	17.9
SEVEN HOLIDAYS				
Medium Size Firms	6	12.8	16	1.3
Large Firms	9	33.3	297	9.4
All Size Firms	15	4.6	313	6.3
EIGHT HOLIDAYS				
Small Firms	64	25.2	238	40.4
Medium Size Firms	1	2.1	43	3.4
All Size Firms	65	19.8	281	5.6
NINE HOLIDAYS				
Medium Size Firms	7	14.9	52	4.2
Large Firms	3	11.1	2,181	69.3
All Size Firms	10	3.0	2,233	44.8
TEN HOLIDAYS				
Small Firms	17	6.7	17	2.9
Medium Sized Firms	10	21.3	97	7.8
Large Firms	10	37.0	638	20.3
All Size Firms	37	11.3	752	15.1
ELEVEN HOLIDAYS				
Medium Size Firms	6	12.8	117	9.4
Large Firms	5	18.5	33	1.0
All Size Firms	11	3.4	150	3.0
TWELVE or MORE HOLIDAYS				
Small Firms	49	19.3	96	16.3
Medium Size Firms	4	8.5	273	21.8
All Size Firms	53	16.2	369	7.4
Subtotal of Small Firms	254	100.0	589	100.0
Subtotal of Medium Size Firms	47	100.0	1,251	100.0
Subtotal of Large Firms	27	100.0	3,149	100.0
Grand Total	328	100.0	4,989	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and offer one or more paid holidays. 32 utilities firms, or 52.5% of the utilities firms with part-time employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Salaried

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	864	100.0	5,918	100.0
Medium Size Firms	127	100.0	3,112	100.0
Large Firms	40	100.0	12,415	100.0
All Size Firms	1,031	100.0	21,445	100.0
MARTIN LUTHER KING DAY				
Small Firms	131	15.2	1,062	17.9
Medium Size Firms	7	5.5	11	0.4
Large Firms	2	5.0	52	0.4
All Size Firms	140	13.6	1,125	5.2
PRESIDENT'S DAY				
Small Firms	72	8.3	681	11.5
Medium Size Firms	11	8.7	313	10.1
Large Firms	2	5.0	52	0.4
All Size Firms	85	8.2	1,046	4.9
GOOD FRIDAY				
Small Firms	127	14.7	1,767	29.9
Medium Size Firms	19	15.0	564	18.1
Large Firms	8	20.0	1,686	13.6
All Size Firms	154	14.9	4,017	18.7
MEMORIAL DAY				
Small Firms	865	100.1	5,918	100.0
Medium Size Firms	127	100.0	3,112	100.0
Large Firms	40	100.0	12,415	100.0
All Size Firms	1,032	100.1	21,445	100.0
INDEPENDENCE DAY				
Small Firms	781	90.4	5,476	92.5
Medium Sized Firms	127	100.0	3,112	100.0
Large Firms	40	100.0	12,415	100.0
All Size Firms	948	91.9	21,003	97.9
LABOR DAY				
Small Firms	829	95.9	5,820	98.3
Medium Size Firms	127	100.0	3,112	100.0
Large Firms	40	100.0	12,415	100.0
All Size Firms	996	96.6	21,347	99.5
COLUMBUS DAY				
Small Firms	45	5.2	634	10.7
Medium Size Firms	7	5.5	11	0.4
Large Firms	1	2.5	18	0.1
All Size Firms	53	5.1	663	3.1
ELECTION DAY				
Small Firms	17	2.0	17	0.3
Medium Size Firms	1	0.8	2	0.1
All Size Firms	18	1.7	19	0.1

TABLE 2M: Holidays, Utilities, Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	72	8.3	681	11.5
Medium Size Firms	16	12.6	140	4.5
Large Firms	2	5.0	52	0.4
All Size Firms	90	8.7	873	4.1
THANKSGIVING DAY				
Small Firms	840	97.2	5,820	98.3
Medium Size Firms	127	100.0	3,112	100.0
Large Firms	40	100.0	12,415	100.0
All Size Firms	1,007	97.7	21,347	99.5
DAY AFTER THANKSGIVING				
Small Firms	358	41.4	4,025	68.0
Medium Size Firms	46	36.2	1,014	32.6
Large Firms	24	60.0	10,081	81.2
All Size Firms	428	41.5	15,120	70.5
CHRISTMAS EVE DAY				
Small Firms	240	27.8	1,948	32.9
Medium Size Firms	35	27.6	697	22.4
Large Firms	16	40.0	8,909	71.8
All Size Firms	291	28.2	11,554	53.9
CHRISTMAS DAY				
Small Firms	865	100.1	5,918	100.0
Medium Size Firms	121	95.3	2,977	95.7
Large Firms	40	100.0	12,415	100.0
All Size Firms	1,026	99.5	21,310	99.4
NEW YEAR'S EVE DAY				
Small Firms	295	34.1	2,059	34.8
Medium Size Firms	27	21.3	387	12.4
Large Firms	16	40.0	8,944	72.0
All Size Firms	338	32.8	11,390	53.1
BIRTHDAY				
Small Firms	45	5.2	141	2.4
Medium Size Firms	13	10.2	172	5.5
Large Firms	12	30.0	4,022	32.4
All Size Firms	70	6.8	4,335	20.2
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	43	5.0	214	3.6
Medium Size Firms	19	15.0	170	5.5
Large Firms	8	20.0	1,562	12.6
All Size Firms	70	6.8	1,946	9.1
OTHER (please name)				
Small Firms	50	5.8	202	3.4
Medium Size Firms	6	4.7	97	3.1
Large Firms	14	35.0	8,724	70.3
All Size Firms	70	6.8	9,023	42.1
Offering Holiday(s) Totals				
Subtotal of Small Firms	864	100.0	5,919	100.0
Subtotal of Medium Size Firms	127	100.0	3,111	100.0
Subtotal of Large Firms	40	100.0	12,414	100.0
Grand Total	1,031	100.0	21,444	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 71 utilities firms, or 88.8% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	770	100.0	5,872	100.0
Medium Size Firms	131	100.0	6,997	100.0
Large Firms	38	100.0	22,440	100.0
All Size Firms	939	100.0	35,309	100.0
MARTIN LUTHER KING DAY				
Small Firms	151	19.6	3,957	67.4
Medium Size Firms	10	7.6	552	7.9
Large Firms	3	7.9	1,597	7.1
All Size Firms	164	17.5	6,106	17.3
PRESIDENT'S DAY				
Small Firms	87	11.3	368	6.3
Medium Size Firms	14	10.7	556	7.9
Large Firms	3	7.9	1,597	7.1
All Size Firms	104	11.1	2,521	7.1
GOOD FRIDAY				
Small Firms	126	16.4	520	8.9
Medium Size Firms	18	13.7	1,132	16.2
Large Firms	8	21.1	3,737	16.7
All Size Firms	152	16.2	5,389	15.3
MEMORIAL DAY				
Small Firms	770	100.0	5,872	100.0
Medium Size Firms	131	100.0	6,997	100.0
Large Firms	38	100.0	22,440	100.0
All Size Firms	939	100.0	35,309	100.0
INDEPENDENCE DAY				
Small Firms	672	87.3	5,220	88.9
Medium Sized Firms	131	100.0	6,997	100.0
Large Firms	38	100.0	22,440	100.0
All Size Firms	841	89.6	34,657	98.2
LABOR DAY				
Small Firms	770	100.0	5,872	100.0
Medium Size Firms	131	100.0	6,997	100.0
Large Firms	38	100.0	22,440	100.0
All Size Firms	939	100.0	35,309	100.0
COLUMBUS DAY				
Small Firms	32	4.2	36	0.6
Medium Size Firms	10	7.6	552	7.9
Large Firms	2	5.3	1,105	4.9
All Size Firms	44	4.7	1,693	4.8
ELECTION DAY				
Small Firms	49	6.4	60	1.0
All Size Firms	93	9.9	1,753	5.0

TABLE 2N: Holidays, Utilities, Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	77	10.0	297	5.1
Medium Size Firms	19	14.5	1,014	14.5
Large Firms	3	7.9	1,597	7.1
All Size Firms	99	10.5	2,908	8.2
THANKSGIVING DAY				
Small Firms	770	100.0	5,872	100.0
Medium Size Firms	131	100.0	6,997	100.0
Large Firms	38	100.0	22,440	100.0
All Size Firms	939	100.0	35,309	100.0
DAY AFTER THANKSGIVING				
Small Firms	260	33.8	1,977	33.7
Medium Size Firms	43	32.8	2,783	39.8
Large Firms	21	55.3	15,420	68.7
All Size Firms	324	34.5	20,180	57.2
CHRISTMAS EVE DAY				
Small Firms	185	24.0	1,658	28.2
Medium Size Firms	32	24.4	2,083	29.8
Large Firms	13	34.2	10,357	46.2
All Size Firms	230	24.5	14,098	39.9
CHRISTMAS DAY				
Small Firms	770	100.0	5,872	100.0
Medium Size Firms	125	95.4	6,546	93.5
Large Firms	38	100.0	22,440	100.0
All Size Firms	933	99.4	34,858	98.7
NEW YEAR'S DAY				
Small Firms	324	42.1	1,815	30.9
Medium Size Firms	22	16.8	1,581	22.6
Large Firms	13	34.2	10,315	46.0
All Size Firms	359	38.2	13,711	38.8
BIRTHDAY				
Small Firms	110	14.3	952	16.2
Medium Size Firms	13	9.9	671	9.6
Large Firms	12	31.6	8,669	38.6
All Size Firms	135	14.4	10,292	29.1
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	104	13.5	1,291	22.0
Medium Size Firms	26	19.8	1,746	24.9
Large Firms	8	21.1	4,115	18.3
All Size Firms	138	14.7	7,152	20.3
OTHER (please name)				
Small Firms	50	6.5	821	14.0
Medium Size Firms	6	4.6	278	4.0
Large Firms	11	28.9	10,026	44.7
All Size Firms	67	7.1	11,125	31.5
Offering Holiday(s) Totals				
Subtotal of Small Firms	770	100.0	5,872	100.0
Subtotal of Medium Size Firms	131	100.0	6,997	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	939	100.0	35,310	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 67 utilities firms, or 88.2% of the utilities firms with full-time employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 20: Holidays Offered for Oklahoma Part-time Hourly Utilities Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	254	100.0	589	100.0
Medium Size Firms	47	100.0	1,251	100.0
Large Firms	27	100.0	3,149	100.0
All Size Firms	328	100.0	4,989	100.0
MARTIN LUTHER KING DAY				
Small Firms	32	12.6	72	12.2
Medium Size Firms	10	21.3	354	28.3
Large Firms	2	7.4	74	2.3
All Size Firms	44	13.4	500	10.0
PRESIDENT'S DAY				
Small Firms	32	12.6	72	12.2
Medium Size Firms	14	29.8	370	29.6
Large Firms	2	7.4	74	2.3
All Size Firms	48	14.6	516	10.3
GOOD FRIDAY				
Small Firms	50	19.7	89	15.1
Medium Size Firms	10	21.3	133	10.6
Large Firms	8	29.6	564	17.9
All Size Firms	68	20.7	786	15.8
MEMORIAL DAY				
Small Firms	254	100.0	589	100.0
Medium Size Firms	46	97.9	1,208	96.6
Large Firms	27	100.0	3,150	100.0
All Size Firms	327	99.7	4,947	99.2
INDEPENDENCE DAY				
Small Firms	254	100.0	589	100.0
Medium Sized Firms	47	100.0	1,251	100.0
Large Firms	27	100.0	3,149	100.0
All Size Firms	328	100.0	4,989	100.0
LABOR DAY				
Small Firms	254	100.0	589	100.0
Medium Size Firms	46	97.9	1,208	96.6
Large Firms	23	85.2	2,905	92.3
All Size Firms	323	98.5	4,702	94.2
COLUMBUS DAY				
Small Firms	32	12.6	72	12.2
Medium Size Firms	10	21.3	354	28.3
Large Firms	2	7.4	74	2.3
All Size Firms	44	13.4	500	10.0
ELECTION DAY				
Small Firms	49	19.3	96	16.3
All Size Firms	49	14.9	96	1.9

TABLE 20: Holidays, Utilities, Part-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	49	19.3	96	16.3
Medium Size Firms	10	21.3	354	28.3
Large Firms	2	7.4	74	2.3
All Size Firms	61	18.6	524	10.5
THANKSGIVING DAY				
Small Firms	229	90.2	556	94.4
Medium Size Firms	47	100.0	1,251	100.0
Large Firms	27	100.0	3,149	100.0
All Size Firms	303	92.4	4,956	99.3
DAY AFTER THANKSGIVING				
Small Firms	61	24.0	206	35.0
Medium Size Firms	28	59.6	518	41.4
Large Firms	16	59.3	2,779	88.3
All Size Firms	105	32.0	3,503	70.2
CHRISTMAS EVE DAY				
Small Firms	98	38.6	279	47.4
Medium Size Firms	22	46.8	502	40.1
Large Firms	13	48.1	598	19.0
All Size Firms	133	40.5	1,379	27.6
CHRISTMAS DAY				
Small Firms	254	100.0	589	100.0
Medium Size Firms	47	100.0	1,251	100.0
Large Firms	27	100.0	3,149	100.0
All Size Firms	328	100.0	4,989	100.0
NEW YEAR'S EVE DAY				
Small Firms	129	50.8	220	37.4
Medium Size Firms	7	14.9	160	12.8
Large Firms	12	44.4	2,460	78.1
All Size Firms	148	45.1	2,840	56.9
BIRTHDAY				
Small Firms	32	12.6	72	12.2
Medium Size Firms	3	6.4	8	0.6
Large Firms	12	44.4	585	18.6
All Size Firms	47	14.3	665	13.3
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	17	6.7	24	4.1
Medium Size Firms	11	23.4	205	16.4
Large Firms	8	29.6	2,234	70.9
All Size Firms	36	11.0	2,463	49.4
OTHER (please name)				
Large Firms	10	3.9	308	52.3
All Size Firms	10	3.0	308	6.2
Offering Holiday(s) Totals				
Subtotal of Small Firms	254	100.0	589	100.0
Subtotal of Medium Size Firms	47	100.0	1,251	100.0
Subtotal of Large Firms	27	100.0	3,149	100.0
Grand Total	328	100.0	4,989	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 32 utilities firms, or 52.5% of the utilities firms with part-time employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	467	59.9	4,327	60.8
Medium Size Firms	47	35.1	1,933	26.9
Large Firms	6	15.8	5,158	23.0
All Size Firms	520	54.6	11,418	31.1
TIME AND ONE-HALF				
Small Firms	173	22.2	1,784	25.1
Medium Size Firms	37	27.6	2,695	37.5
Large Firms	19	50.0	13,288	59.2
All Size Firms	229	24.1	17,767	48.3
DOUBLE TIME				
Small Firms	108	13.8	972	13.7
Medium Size Firms	36	26.9	1,936	26.9
Large Firms	13	34.2	3,994	17.8
All Size Firms	157	16.5	6,902	18.8
OTHER (please describe)				
Small Firms	32	4.1	36	0.5
Medium Size Firms	14	10.4	624	8.7
All Size Firms	46	4.8	660	1.8
Subtotal of Small Firms	780	100.0	7,119	100.0
Subtotal of Medium Size Firms	134	100.0	7,188	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	952	100.0	36,747	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 66 firms, or 86.8% of the utilities firms with full-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	237	53.5	519	57.5
Medium Size Firms	15	41.7	693	73.3
Large Firms	6	18.2	56	1.4
All Size Firms	258	50.4	1,268	21.4
TIME AND ONE-HALF				
Small Firms	107	24.2	269	29.8
Medium Size Firms	11	30.6	127	13.4
Large Firms	15	45.5	3,187	78.2
All Size Firms	133	26.0	3,583	60.5
DOUBLE TIME				
Small Firms	49	11.1	25	2.8
Large Firms	12	36.4	834	20.5
All Size Firms	61	11.9	859	14.5
OTHER (please describe)				
Small Firms	50	11.3	89	9.9
Medium Size Firms	10	27.8	125	13.2
All Size Firms	60	11.7	214	3.6
Subtotal of Small Firms	443	100.0	902	100.0
Subtotal of Medium Size Firms	36	100.0	945	100.0
Subtotal of Large Firms	33	100.0	4,077	100.0
Grand Total	512	100.0	5,924	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 57.4% of the utilities firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	862	82.3	4,920	77.6
	Salaried Medium Size Firms	108	77.7	2,566	81.3
	Salaried Large Firms	37	92.5	11,585	93.3
	Salaried All Size Firms	1,007	82.1	19,071	87.0
	Yes				
	Salaried Small Firms	186	17.7	1,418	22.4
	Salaried Medium Size Firms	31	22.3	592	18.7
	Salaried Large Firms	3	7.5	829	6.7
	Salaried All Size Firms	220	17.9	2,839	13.0
	Subtotal of Salaried Small Firms	1,048	100.0	6,338	100.0
	Subtotal of Salaried Medium Size Firms	139	100.0	3,158	100.0
	Subtotal of Salaried Large Firms	40	100.0	12,414	100.0
	Salaried Grand Total	1,227	100.0	21,910	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	775	82.9	6,705	86.5
	Full-time Hourly Medium Size Firms	116	81.7	7,090	87.3
	Full-time Hourly Large Firms	30	88.2	16,992	85.6
	Full-time Hourly All Size Firms	921	82.9	30,787	86.2
	Yes				
	Full-time Hourly Small Firms	160	17.1	1,048	13.5
	Full-time Hourly Medium Size Firms	26	18.3	1,035	12.7
	Full-time Hourly Large Firms	4	11.8	2,855	14.4
	Full-time Hourly All Size Firms	190	17.1	4,938	13.8
	Subtotal of Full-time Hourly Small Firms	935	100.0	7,753	100.0
	Subtotal of Full-time Hourly Medium Size Firms	142	100.0	8,125	100.0
	Subtotal of Full-time Hourly Large Firms	34	100.0	19,847	100.0
	Full-time Hourly Grand Total	1,111	100.0	35,725	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	425	83.5	835	75.6
	Part-time Hourly Medium Size Firms	73	93.6	547	46.4
	Part-time Hourly Large Firms	29	87.9	1,888	46.0
	Part-time Hourly All Size Firms	527	85.0	3,270	51.2
	Yes				
	Part-time Hourly Small Firms	84	16.5	269	24.4
	Part-time Hourly Medium Size Firms	5	6.4	633	53.6
	Part-time Hourly Large Firms	4	12.1	2,218	54.0
	Part-time Hourly All Size Firms	93	15.0	3,120	48.8
	Subtotal of Part-time Hourly Small Firms	509	100.0	1,104	100.0
	Subtotal of Part-time Hourly Medium Size Firms	78	100.0	1,180	100.0
	Subtotal of Part-time Hourly Large Firms	33	100.0	4,106	100.0
	Part-time Hourly Grand Total	620	100.0	6,390	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes utilities firms that have one or more employees that responded to this question. 88 utilities firms, or 98.9% of the utilities firms with employees responded to this question.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	148	69.2	1,235	43.8
	Yes				
	Salaried All Size Firms	66	30.8	1,585	56.2
	Salaried Grand Total	214	100.0	2,820	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	129	67.9	2,154	43.6
	Yes				
	Full-time Hourly All Size Firms	61	32.1	2,784	56.4
	Full-time Hourly Grand Total	190	100.0	4,938	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	89	96.7	938	30.1
	Yes				
	Part-time Hourly All Size Firms	3	3.3	2,181	69.9
	Part-time Hourly Grand Total	92	100.0	3,119	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	134	62.6	1,581	56.0
	Yes				
	Salaried All Size Firms	80	37.4	1,240	44.0
	Salaried Grand Total	214	100.0	2,821	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	137	72.1	4,402	89.1
	Yes				
	Full-time Hourly All Size Firms	53	27.9	537	10.9
	Full-time Hourly Grand Total	190	100.0	4,939	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	92	100.0	3,120	100.0
	Yes				
	Part-time Hourly All Size Firms	0	0.0	0	0.0
	Part-time Hourly Grand Total	92	100.0	3,120	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms	129	59.2	1,265	44.5
	6 to 10 DAYS				
	Salaried All Size Firms	30	13.8	850	29.9
	11 to 15 DAYS				
	Salaried All Size Firms	32	14.7	108	3.8
	30 or MORE DAYS				
	Salaried All Size Firms	27	12.4	617	21.7
	Salaried Grand Total	218	100.0	2,840	100.0
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms	99	51.8	1,425	28.9
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	27	14.1	3,154	63.9
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	65	34.0	360	7.3
	Full-time Hourly Grand Total	191	100.0	4,939	100.0
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms	56	60.9	830	26.6
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	4	4.3	2,218	71.1
	11 to 15 DAYS				
	Part-time Hourly All Size Firms	32	34.8	72	2.3
	Part-time Hourly Grand Total	92	100.0	3,120	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms	139	65.0	907	32.2
	15 to 24 DAYS				
	Salaried All Size Firms	45	21.0	467	16.6
	25 to 34 DAYS				
	Salaried All Size Firms	27	12.6	617	21.9
	35 or MORE DAYS				
Salaried All Size Firms	3	1.4	829	29.4	
	Salaried Grand Total	214	100.0	2,820	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms	81	43.8	715	15.0
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	99	53.5	968	20.3
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	1	0.5	229	4.8
	35 or MORE DAYS				
Full-time Hourly All Size Firms	4	2.2	2,855	59.9	
	Full-time Hourly Grand Total	185	100.0	4,767	100.0
PART-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms	56	60.9	830	26.6
	15 to 24 DAYS				
	Part-time Hourly All Size Firms	32	34.8	72	2.3
	35 or MORE DAYS				
Part-time Hourly All Size Firms	4	4.3	2,218	71.1	
	Part-time Hourly Grand Total	92	100.0	3,120	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 14 utilities firms, or 93.3% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 9E: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Utilities Employees by Employee Category. Question 9: "Does paid leave time Increase with years of service or with seniority?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	40	18.2	398	14.0
	Yes				
	Salaried All Size Firms	180	81.8	2,441	86.0
	Salaried Grand Total	220	100.0	2,839	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	90	47.4	779	15.8
	Yes				
	Full-time Hourly All Size Firms	100	52.6	4,160	84.2
	Full-time Hourly Grand Total	190	100.0	4,939	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	63	67.7	836	26.8
	Yes				
	Part-time Hourly All Size Firms	30	32.3	2,283	73.2
	Part-time Hourly Grand Total	93	100.0	3,119	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	114	51.8	1,826	64.3
	Yes				
	Salaried All Size Firms	106	48.2	1,013	35.7
	Salaried Grand Total	220	100.0	2,839	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	129	67.9	2,154	43.6
	Yes				
	Full-time Hourly All Size Firms	61	32.1	2,784	56.4
	Full-time Hourly Grand Total	190	100.0	4,938	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	91	98.9	3,083	98.8
	Yes				
	Part-time Hourly All Size Firms	1	1.1	36	1.2
	Part-time Hourly Grand Total	92	100.0	3,119	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms	31	29.5	52	5.1
	21 OR MORE DAYS				
	Salaried All Size Firms	27	25.7	617	60.8
	NO MAXIMUM OR LIMIT				
	Salaried All Size Firms	47	44.8	345	34.0
	Salaried Grand Total	105	100.0	1,014	100.0
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms	3	6.0	184	41.6
	NO MAXIMUM OR LIMIT				
	Full-time Hourly All Size Firms	47	94.0	258	58.4
	Full-time Hourly Grand Total	50	100.0	442	100.0
PART-TIME HOURLY	(NOT ENOUGH PART-TIME HOURLY TO CALCULATE)				
	10 DAYS or LESS				
	Part-time Hourly All Size Firms				
	11 to 20 DAYS				
	Part-time Hourly All Size Firms				
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms				
NO MAXIMUM OR LIMIT					
Part-time Hourly All Size Firms					
	Part-time Hourly Grand Total				

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 5 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no responses and size categories are omitted from table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	123	58.0	2,254	81.7
	Yes				
	Salaried All Size Firms	89	42.0	505	18.3
	Salaried Grand Total	212	100.0	2,759	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	98	53.3	3,925	80.0
	Yes				
	Full-time Hourly All Size Firms	86	46.7	982	20.0
	Full-time Hourly Grand Total	184	100.0	4,907	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	92	100.0	3,120	100.0
	Yes				
	Part-time Hourly All Size Firms	0	0.0	0	0.0
	Part-time Hourly Grand Total	92	100.0	3,120	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 14 utilities firms, or 92.3% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	119	14.6	782	20.4
All Size Firms	119	12.4	782	4.4
LESS THAN 1 MONTH				
Medium Size Firms	5	4.7	42	1.6
Large Firms	5	13.9	2,945	25.5
All Size Firms	10	1.0	2,987	16.6
1 to 2 MONTHS				
Small Firms	27	3.3	309	8.1
All Size Firms	27	2.8	309	1.7
3 to 6 MONTHS				
Small Firms	82	10.1	294	7.7
Medium Size Firms	21	19.6	324	12.6
Large Firms	12	33.3	2,543	22.0
All Size Firms	115	12.0	3,161	17.6
7 to 11 MONTHS				
Medium Size Firms	13	12.1	838	32.6
Large Firms	6	16.7	726	6.3
All Size Firms	19	2.0	1,564	8.7
12 MONTHS or MORE				
Small Firms	585	72.0	2,444	63.8
Medium Size Firms	68	63.6	1,363	53.1
Large Firms	13	36.1	5,353	46.3
All Size Firms	666	69.7	9,160	51.0
Subtotal of Small Firms	813	100.0	3,829	100.0
Subtotal of Medium Size Firms	107	100.0	2,567	100.0
Subtotal of Large Firms	36	100.0	11,567	100.0
Grand Total	956	100.0	17,963	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 61 utilities firms, or 95.3% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	107	14.4	1,020	15.4
All Size Firms	107	12.2	1,020	3.4
LESS THAN 1 MONTH				
Medium Size Firms	5	4.8	464	7.0
Large Firms	5	17.2	6,621	39.5
All Size Firms	10	1.1	7,085	23.6
3 to 6 MONTHS				
Small Firms	71	9.6	570	8.6
Medium Size Firms	21	20.0	1,120	17.0
Large Firms	12	41.4	4,962	29.6
All Size Firms	104	11.9	6,652	22.2
7 to 11 MONTHS				
Medium Size Firms	13	12.4	479	7.3
Large Firms	6	20.7	2,553	15.2
All Size Firms	19	2.2	3,032	10.1
12 MONTHS or MORE				
Small Firms	564	76.0	5,043	76.0
Medium Size Firms	66	62.9	4,536	68.7
Large Firms	6	20.7	2,629	15.7
All Size Firms	636	72.6	12,208	40.7
Subtotal of Small Firms	742	100.0	6,633	100.0
Subtotal of Medium Size Firms	105	100.0	6,599	100.0
Subtotal of Large Firms	29	100.0	16,765	100.0
Grand Total	876	100.0	29,997	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 55 utilities firms, or 93.2% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 130: Qualifying for One Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	120	34.8	279	53.1
All Size Firms	120	30.5	279	13.7
LESS THAN 1 MONTH				
Large Firms	5	23.8	33	2.5
All Size Firms	5	1.3	33	1.6
3 to 6 MONTHS				
Large Firms	4	19.0	245	18.9
All Size Firms	4	1.0	245	12.0
7 to 11 MONTHS				
Medium Size Firms	4	14.3	16	7.6
Large Firms	6	28.6	955	73.6
All Size Firms	10	2.5	971	47.7
12 MONTHS or MORE				
Small Firms	225	65.2	246	46.9
Medium Size Firms	24	85.7	195	92.4
Large Firms	6	28.6	65	5.0
All Size Firms	255	64.7	506	24.9
Subtotal of Small Firms	345	100.0	525	100.0
Subtotal of Medium Size Firms	28	100.0	211	100.0
Subtotal of Large Firms	21	100.0	1,298	100.0
Grand Total	394	100.0	2,034	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 25 utilities firms, or 65.8% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	37	5.1	74	1.8
All Size Firms	37	4.2	74	0.4
11 MONTHS or LESS				
Small Firms	37	5.1	343	8.3
Medium Size Firms	5	4.6	42	1.6
Large Firms	9	24.3	3,803	32.8
All Size Firms	51	5.8	4,188	22.9
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	177	24.3	1,348	32.7
Medium Size Firms	52	48.1	1,566	61.0
Large Firms	27	73.0	7,748	66.9
All Size Firms	256	29.3	10,662	58.3
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	291	40.0	1,411	34.2
Medium Size Firms	51	47.2	958	37.3
Large Firms	1	2.7	34	0.3
All Size Firms	343	39.3	2,403	13.1
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	55	7.6	288	7.0
All Size Firms	55	6.3	288	1.6
4 or MORE YEARS				
Small Firms	131	18.0	662	16.0
All Size Firms	131	15.0	662	3.6
Subtotal of Small Firms	728	100.0	4,126	100.0
Subtotal of Medium Size Firms	108	100.0	2,566	100.0
Subtotal of Large Firms	37	100.0	11,585	100.0
Grand Total	873	100.0	18,277	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 57 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	37	5.7	147	2.7
Medium Size Firms	6	5.2	902	12.7
All Size Firms	43	5.4	1,049	3.6
11 MONTHS or LESS				
Small Firms	37	5.7	735	13.5
Medium Size Firms	5	4.3	464	6.5
Large Firms	9	30.0	7,846	46.2
All Size Firms	51	6.4	9,045	30.6
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	150	23.2	1,436	26.3
Medium Size Firms	40	34.5	2,084	29.4
Large Firms	20	66.7	8,655	50.9
All Size Firms	210	26.5	12,175	41.2
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	314	48.6	2,351	43.0
Medium Size Firms	59	50.9	3,042	42.9
Large Firms	1	3.3	492	2.9
All Size Firms	374	47.2	5,885	19.9
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	27	4.2	21	0.4
Medium Size Firms	6	5.2	600	8.5
All Size Firms	33	4.2	621	2.1
4 or MORE YEARS				
Small Firms	81	12.5	772	14.1
All Size Firms	81	10.2	772	2.6
Subtotal of Small Firms	646	100.0	5,462	100.0
Subtotal of Medium Size Firms	116	100.0	7,092	100.0
Subtotal of Large Firms	30	100.0	16,993	100.0
Grand Total	792	100.0	29,547	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 51 utilities firms, or 98.1% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 140: Qualifying for Two Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	54	23.8	42	17.0
All Size Firms	54	19.8	42	2.4
11 MONTHS or LESS				
Large Firms	9	52.9	278	21.7
All Size Firms	9	3.3	278	15.7
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	37	16.3	74	30.0
Medium Size Firms	9	31.0	32	13.3
Large Firms	7	41.2	992	77.3
All Size Firms	53	19.4	1,098	62.0
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	99	43.6	82	33.2
Medium Size Firms	14	48.3	92	38.2
All Size Firms	113	41.4	174	9.8
3 YEARS to 3 YEARS & 11 MONTHS				
Medium Size Firms	6	20.7	117	48.5
All Size Firms	6	2.2	117	6.6
4 or MORE YEARS				
Small Firms	37	16.3	49	19.8
Large Firms	1	5.9	13	1.0
All Size Firms	38	13.9	62	3.5
Subtotal of Small Firms	227	100.0	247	100.0
Subtotal of Medium Size Firms	29	100.0	241	100.0
Subtotal of Large Firms	17	100.0	1,283	100.0
Grand Total	273	100.0	1,771	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 17 utilities firms, or 81.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	361	49.6	2,467	59.4
Medium Size Firms	10	9.5	68	2.8
All Size Firms	371	42.6	2,535	13.9
3 YEARS or LESS				
Large Firms	7	18.9	1,077	9.3
All Size Firms	7	0.8	1,077	5.9
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	171	23.5	512	12.3
Medium Size Firms	45	42.9	1,460	59.7
Large Firms	17	45.9	8,998	77.7
All Size Firms	233	26.8	10,970	60.3
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	169	23.2	1,105	26.6
Medium Size Firms	41	39.0	919	37.6
Large Firms	13	35.1	1,511	13.0
All Size Firms	223	25.6	3,535	19.4
12 or MORE YEARS				
Small Firms	27	3.7	69	1.7
Medium Size Firms	9	8.6		0.0
All Size Firms	36	4.1	69	0.4
Subtotal of Small Firms	728	100.0	4,153	100.0
Subtotal of Medium Size Firms	105	100.0	2,447	100.0
Subtotal of Large Firms	37	100.0	11,586	100.0
Grand Total	870	100.0	18,186	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 56 utilities firms, or 98.2% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	323	50.0	3,161	57.9
Medium Size Firms	16	13.8	1,386	19.5
All Size Firms	339	42.8	4,547	15.4
3 YEARS or LESS				77.4
Large Firms	12	40.0	4,185	24.6
All Size Firms	12	1.5	4,185	14.2
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	177	27.4	1,067	19.5
Medium Size Firms	43	37.1	2,306	32.5
Large Firms	10	33.3	9,534	56.1
All Size Firms	230	29.0	12,907	43.7
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	119	18.4	935	17.1
Medium Size Firms	45	38.8	2,984	42.1
Large Firms	8	26.7	3,273	19.3
All Size Firms	172	21.7	7,192	24.3
12 or MORE YEARS				
Small Firms	27	4.2	298	5.5
Medium Size Firms	12	10.3	415	5.9
All Size Firms	39	4.9	713	2.4
Subtotal of Small Firms	646	100.0	5,461	100.0
Subtotal of Medium Size Firms	116	100.0	7,091	100.0
Subtotal of Large Firms	30	100.0	16,992	100.0
Grand Total	792	100.0	29,544	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 51 utilities firms, or 98.1% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 150: Qualifying for Three Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	191	75.5	353	86.1
Medium Size Firms	6	18.2	56	19.0
All Size Firms	197	64.0	409	20.0
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	62	24.5	57	13.9
Medium Size Firms	9	27.3	32	10.8
Large Firms	9	40.9	278	20.8
All Size Firms	80	26.0	367	18.0
8 YEARS TO 11 YEARS 11 MONTHS				
Medium Size Firms	18	54.5	207	70.2
Large Firms	12	54.5	1,045	78.2
All Size Firms	30	9.7	1,252	61.3
12 or MORE YEARS				
Large Firms	1	4.5	13	1.0
All Size Firms	1	0.3	13	0.6
Subtotal of Small Firms	253	100.0	410	100.0
Subtotal of Medium Size Firms	33	100.0	295	100.0
Subtotal of Large Firms	22	100.0	1,336	100.0
Grand Total	308	100.0	2,041	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 18 utilities firms, or 85.7% of the applicable utilities firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	516	73.7	3,296	84.5
Medium Size Firms	49	50.5	1,392	60.6
Large Firms	9	14.1	1,041	9.0
All Size Firms	574	66.7	5,729	32.2
9 YEARS or LESS				
Large Firms	7	10.9	1,077	9.3
All Size Firms	7	0.8	1,077	6.0
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	134	19.1	442	11.3
Medium Size Firms	32	33.0	778	33.9
Large Firms	21	32.8	9,468	81.5
All Size Firms	187	21.7	10,688	60.0
16 or MORE YEARS				
Small Firms	50	7.1	161	4.1
Medium Size Firms	16	16.5	128	5.6
All Size Firms	66	7.7	289	1.6
Subtotal of Small Firms	700	100.0	3,899	100.0
Subtotal of Medium Size Firms	97	100.0	2,298	100.0
Subtotal of Large Firms	64	100.0	11,613	100.0
Grand Total	861	100.0	17,810	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 39 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	496	76.8	3,980	72.9
Medium Size Firms	58	52.3	3,624	57.5
Large Firms	5	8.8	2,137	12.6
All Size Firms	559	68.7	9,741	33.8
9 YEARS or LESS				
Large Firms	7	12.3	2,049	12.0
All Size Firms	7	0.9	2,049	7.1
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	90	13.9	885	16.2
Medium Size Firms	37	33.3	1,671	26.5
Large Firms	18	31.6	12,807	75.2
All Size Firms	145	17.8	15,363	53.4
16 or MORE YEARS				
Small Firms	60	9.3	596	10.9
Medium Size Firms	16	14.4	1,011	16.0
All Size Firms	76	9.3	1,607	5.6
Subtotal of Small Firms	646	100.0	5,461	100.0
Subtotal of Medium Size Firms	111	100.0	6,306	100.0
Subtotal of Large Firms	57	100.0	17,020	100.0
Grand Total	814	100.0	28,787	100.0

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

UTILITIES
Part-time Hourly

TABLE 160: Qualifying for Four Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	216	85.4	386	93.9
Medium Size Firms	28	63.6	113	34.6
All Size Firms	244	71.8	499	24.5
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	37	14.6	25	6.1
Medium Size Firms	4	9.1	16	4.9
Large Firms	16	37.2	1,271	97.9
All Size Firms	57	16.8	1,312	64.4
16 or MORE YEARS				
Medium Size Firms	12	27.3	198	60.6
Large Firms	1	2.3	13	1.0
All Size Firms	13	3.8	211	10.4
Subtotal of Small Firms	253	100.0	411	100.0
Subtotal of Medium Size Firms	44	100.0	327	100.0
Subtotal of Large Firms	43	100.0	1,298	100.0
Grand Total	340	100.0	2,036	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 17 utilities firms, or 81.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	460	13.9	3,115	77.4
	Salaried Medium Size Firms	74	74.0	2,082	86.8
	Salaried Large Firms	32	86.5	10,853	93.7
	Salaried All Size Firms	566	16.4	16,050	89.1
	Yes				
	Salaried Small Firms	2,858	86.1	912	22.6
	Salaried Medium Size Firms	26	26.0	318	13.3
	Salaried Large Firms	5	13.5	733	6.3
	Salaried All Size Firms	2,889	83.6	1,963	10.9
	Subtotal of Salaried Small Firms	3,318	100.0	4,027	100.0
	Subtotal of Salaried Medium Size Firms	100	100.0	2,400	100.0
	Subtotal of Salaried Large Firms	37	100.0	11,586	100.0
Salaried Grand Total	3,455	100.0	18,013	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	311	49.3	1,981	35.9
	Full-time Hourly Medium Size Firms	78	76.5	4,568	76.6
	Full-time Hourly Large Firms	25	83.3	14,856	87.4
	Full-time Hourly All Size Firms	414	54.3	21,405	75.2
	Yes				
	Full-time Hourly Small Firms	320	50.7	3,533	64.1
	Full-time Hourly Medium Size Firms	24	23.5	1,394	23.4
	Full-time Hourly Large Firms	5	16.7	2,137	12.6
	Full-time Hourly All Size Firms	349	45.7	7,064	24.8
	Subtotal of Full-time Hourly Small Firms	631	100.0	5,514	100.0
	Subtotal of Full-time Hourly Medium Size Firms	102	100.0	5,962	100.0
	Subtotal of Full-time Hourly Large Firms	30	100.0	16,993	100.0
Full-time Hourly Grand Total	763	100.0	28,469	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	117	48.0	366	80.1
	Part-time Hourly Medium Size Firms	36	97.3	161	78.9
	Part-time Hourly Large Firms	17	100.0	1,284	100.0
	Part-time Hourly All Size Firms	170	57.0	1,811	93.1
	Yes				
	Part-time Hourly Small Firms	127	52.0	91	19.9
	Part-time Hourly Medium Size Firms	1	2.7	43	21.1
	Part-time Hourly All Size Firms	128	43.0	134	6.9
	Subtotal of Part-time Hourly Small Firms	244	100.0	457	100.0
	Subtotal of Part-time Hourly Medium Size Firms	37	100.0	204	100.0
	Subtotal of Part-time Hourly Large Firms	17	100.0	1,284	100.0
	Part-time Hourly Grand Total	298	100.0	1,945	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response 35 to question thirteen. 62 utilities firms, or 96.9% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	536	73.7	3,694	89.5
	Salaried Medium Size Firms	52	48.1	1,366	53.2
	Salaried Large Firms	15	40.5	1,950	16.8
	Salaried All Size Firms	603	69.2	7,010	38.4
	Yes				
	Salaried Small Firms	191	26.3	432	10.5
	Salaried Medium Size Firms	56	51.9	1,200	46.8
	Salaried Large Firms	22	59.5	9,635	83.2
	Salaried All Size Firms	269	30.8	11,267	61.6
	Subtotal of Salaried Small Firms	727	100.0	4,126	100.0
	Subtotal of Salaried Medium Size Firms	108	100.0	2,566	100.0
	Subtotal of Salaried Large Firms	37	100.0	11,585	100.0
Salaried Grand Total	872	100.0	18,277	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	467	73.0	3,908	69.0
	Full-time Hourly Medium Size Firms	66	56.9	4,268	60.2
	Full-time Hourly Large Firms	11	36.7	4,082	24.0
	Full-time Hourly All Size Firms	544	69.2	12,258	41.2
	Yes				
	Full-time Hourly Small Firms	173	27.0	1,756	31.0
	Full-time Hourly Medium Size Firms	50	43.1	2,823	39.8
	Full-time Hourly Large Firms	19	63.3	12,910	76.0
	Full-time Hourly All Size Firms	242	30.8	17,489	58.8
	Subtotal of Full-time Hourly Small Firms	640	100.0	5,664	100.0
	Subtotal of Full-time Hourly Medium Size Firms	116	100.0	7,091	100.0
	Subtotal of Full-time Hourly Large Firms	30	100.0	16,992	100.0
Full-time Hourly Grand Total	786	100.0	29,747	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	143	56.5	313	76.2
	Part-time Hourly Medium Size Firms	29	72.5	238	76.0
	Part-time Hourly Large Firms	10	45.5	335	25.1
	Part-time Hourly All Size Firms	182	57.8	886	43.0
	Yes				
	Part-time Hourly Small Firms	110	43.5	98	23.8
	Part-time Hourly Medium Size Firms	11	27.5	75	24.0
	Part-time Hourly Large Firms	12	54.5	1,001	74.9
	Part-time Hourly All Size Firms	133	42.2	1,174	57.0
	Subtotal of Part-time Hourly Small Firms	253	100.0	411	100.0
	Subtotal of Part-time Hourly Medium Size Firms	40	100.0	313	100.0
	Subtotal of Part-time Hourly Large Firms	22	100.0	1,336	100.0
Part-time Hourly Grand Total	315	100.0	2,060	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by responding on question thirteen. 64 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

**UTILITIES
Salary**

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	54	28.3	66	15.3
Medium Size Firms	19	38.0	673	60.9
Large Firms	21	95.5	9,026	93.4
All Size Firms	94	35.7	9,765	87.2
11 TO 30 DAYS				
Medium Size Firms	7	14.0	75	6.8
Large Firms	1	4.5	609	6.3
All Size Firms	8	3.0	684	6.1
31 DAYS OR OVER				
Small Firms	64	33.5	170	39.4
Medium Size Firms	5	10.0	30	2.7
All Size Firms	69	26.2	200	1.8
NO MAXIMUM or LIMIT				
Small Firms	73	38.2	196	45.4
Medium Size Firms	19	38.0	327	29.6
All Size Firms	92	35.0	523	4.7
Subtotal of Small Firms	191	100.0	432	100.0
Subtotal of Medium Size Firms	50	100.0	1,105	100.0
Subtotal of Large Firms	22	100.0	9,662	100.0
Grand Total	263	100.0	11,199	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 25 utilities firms, or 96.2% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	37	21.3	123	7.0
Medium Size Firms	19	38.0	903	32.0
Large Firms	18	94.7	11,222	86.7
All Size Firms	74	30.5	12,248	69.9
11 TO 30 DAYS				
Medium Size Firms	7	14.0	392	13.9
Large Firms	1	5.3	1,688	13.0
All Size Firms	8	3.3	2,080	11.9
31 DAYS OR OVER				
Small Firms	64	36.8	409	23.3
Medium Size Firms	5	10.0	321	11.4
All Size Firms	69	28.4	730	4.2
NO MAXIMUM or LIMIT				
Small Firms	73	42.0	1,225	69.7
Medium Size Firms	19	38.0	1,206	42.7
All Size Firms	92	37.9	2,431	13.9
Subtotal of Small Firms	174	100.0	1,757	100.0
Subtotal of Medium Size Firms	50	100.0	2,822	100.0
Subtotal of Large Firms	19	100.0	12,937	100.0
Grand Total	243	100.0	17,516	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicate that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 22 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 190: Maximum Vacation Accumulation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	58	43.6	1,058	90.0
31 DAYS OR OVER				
All Size Firms	38	28.6	92	7.8
NO MAXIMUM or LIMIT				
All Size Firms	37	27.8	25	2.1
Grand Total	133	100.0	1,175	100.0

Note: Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 Utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	254	32.5	1,445	30.2
Medium Size Firms	16	15.0	77	3.0
Large Firms	5	14.7	1,467	20.1
All Size Firms	275	29.8	2,989	20.4
5 DAYS or LESS				
Small Firms	128	16.4	506	10.6
Medium Size Firms	34	31.8	1,120	43.6
Large Firms	4	11.8	308	4.2
All Size Firms	166	18.0	1,934	13.2
6 to 9 DAYS				
Small Firms	245	31.4	2,599	54.3
Medium Size Firms	12	11.2	433	16.9
Large Firms	18	52.9	2,536	34.7
All Size Firms	275	29.8	5,568	38.0
10 to 14 DAYS				
Small Firms	27	3.5	47	1.0
Medium Size Firms	37	34.6	582	22.7
Large Firms	7	20.6	2,997	41.0
All Size Firms	71	7.7	3,626	24.7
15 or MORE DAYS				
Small Firms	127	16.3	189	3.9
Medium Size Firms	8	7.5	354	13.8
All Size Firms	135	14.6	543	3.7
Subtotal of Small Firms	781	100.0	4,786	100.0
Subtotal of Medium Size Firms	107	100.0	2,566	100.0
Subtotal of Large Firms	34	100.0	7,308	100.0
Grand Total	922	100.0	14,660	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 59 utilities firms, or 92.2% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	296	42.2	3,143	52.0
Medium Size Firms	22	20.0	1,827	27.5
Large Firms	5	16.7	2,913	17.1
All Size Firms	323	38.4	7,883	26.6
5 DAYS or LESS				
Small Firms	80	11.4	641	10.6
Medium Size Firms	39	35.5	2,564	38.6
All Size Firms	119	14.1	3,205	10.8
6 to 9 DAYS				
Small Firms	209	29.8	1,876	31.0
Medium Size Firms	13	11.8	338	5.1
Large Firms	13	43.3	4,601	27.1
All Size Firms	235	27.9	6,815	23.0
10 to 14 DAYS				
Small Firms	44	6.3	261	4.3
Medium Size Firms	29	26.4	1,691	25.5
Large Firms	12	40.0	9,478	55.8
All Size Firms	85	10.1	11,430	38.5
15 or MORE DAYS				
Small Firms	73	10.4	123	2.0
Medium Size Firms	7	6.4	220	3.3
All Size Firms	80	9.5	343	1.2
Subtotal of Small Firms	702	100.0	6,044	100.0
Subtotal of Medium Size Firms	110	100.0	6,640	100.0
Subtotal of Large Firms	30	100.0	16,992	100.0
Grand Total	842	100.0	29,676	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are utilities firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 56 utilities firms, or 94.9% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES
Part-time Hourly

TABLE 200: Maximum Sick Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	156	61.2	348	69.0
Medium Size Firms	12	35.3	187	54.2
Large Firms	11	50.0	1,213	90.8
All Size Firms	179	57.6	1,748	80.0
5 DAYS or LESS				
Small Firms	62	24.3	82	16.3
Medium Size Firms	12	35.3	133	38.6
All Size Firms	74	23.8	215	9.8
6 to 9 DAYS				
Medium Size Firms	6	17.6	9	2.6
All Size Firms	6	1.9	9	0.4
10 to 14 DAYS				
Large Firms	11	50.0	123	9.2
All Size Firms	11	3.5	123	5.6
15 or MORE DAYS				
Small Firms	37	14.5	74	14.7
Medium Size Firms	4	11.8	16	4.6
All Size Firms	41	13.2	90	4.1
Subtotal of Small Firms	255	100.0	504	100.0
Subtotal of Medium Size Firms	34	100.0	345	100.0
Subtotal of Large Firms	22	100.0	1,336	100.0
Grand Total	311	100.0	2,185	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are utilities firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 23 utilities firms, or 60.5% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	452	85.6	2,657	81.3
	Salaried Medium Size Firms	45	46.4	1,200	47.4
	Salaried Large Firms	11	30.6	5,443	49.6
	Salaried All Size Firms	508	76.9	9,300	55.4
	Yes				
	Salaried Small Firms	76	14.4	611	18.7
	Salaried Medium Size Firms	52	53.6	1,331	52.6
	Salaried Large Firms	25	69.4	5,533	50.4
	Salaried All Size Firms	153	23.1	7,475	44.6
	Subtotal of Salaried Small Firms	528	100.0	3,268	100.0
	Subtotal of Salaried Medium Size Firms	97	100.0	2,531	100.0
	Subtotal of Salaried Large Firms	36	100.0	10,976	100.0
Salaried Grand Total	661	100.0	16,775	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	307	69.3	2,017	66.7
	Full-time Hourly Medium Size Firms	50	50.5	3,475	56.2
	Full-time Hourly Large Firms	4	13.8	1,225	8.0
	Full-time Hourly All Size Firms	361	63.2	6,717	27.4
	Yes				
	Full-time Hourly Small Firms	136	30.7	1,005	33.3
	Full-time Hourly Medium Size Firms	49	49.5	2,703	43.8
	Full-time Hourly Large Firms	25	86.2	14,079	92.0
	Full-time Hourly All Size Firms	210	36.8	17,787	72.6
	Subtotal of Full-time Hourly Small Firms	443	100.0	3,022	100.0
	Subtotal of Full-time Hourly Medium Size Firms	99	100.0	6,178	100.0
	Subtotal of Full-time Hourly Large Firms	29	100.0	15,304	100.0
Full-time Hourly Grand Total	571	100.0	24,504	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	135	100.0	180	100.0
	Part-time Hourly Medium Size Firms	32	84.2	236	93.7
	Part-time Hourly Large Firms	10	47.6	1,200	90.7
	Part-time Hourly All Size Firms	177	91.2	1,616	92.1
	Yes				
	Part-time Hourly Medium Size Firms	6	15.8	16	6.3
	Part-time Hourly Large Firms	11	52.4	123	9.3
	Part-time Hourly All Size Firms	17	8.8	139	7.9
	Subtotal of Part-time Hourly Small Firms	135	100.0	180	100.0
	Subtotal of Part-time Hourly Medium Size Firms	38	100.0	252	100.0
	Subtotal of Part-time Hourly Large Firms	21	100.0	1,323	100.0
	Part-time Hourly Grand Total	194	100.0	1,755	100.0

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

**UTILITIES
Salary**

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Medium Size Firms	6	11.5	508	38.2
Large Firms	7	28.0	1,077	19.5
All Size Firms	13	8.5	1,585	21.2
6 to 14 DAYS				
Large Firms	7	28.0	744	13.4
All Size Firms	7	4.6	744	10.0
15 to 29 DAYS				
Small Firms	49	64.5	564	92.3
Medium Size Firms	6	11.5	135	10.1
All Size Firms	55	35.9	699	9.4
30 or MORE DAYS				
Medium Size Firms	25	48.1	422	31.7
Large Firms	11	44.0	3,712	67.1
All Size Firms	36	23.5	4,134	55.3
NO MAXIMUM or LIMIT				
Small Firms	27	35.5	47	7.7
Medium Size Firms	15	28.8	266	20.0
All Size Firms	42	27.5	313	4.2
Subtotal of Small Firms	76	100.0	611	100.0
Subtotal of Medium Size Firms	52	100.0	1,331	100.0
Subtotal of Large Firms	25	100.0	5,533	100.0
Grand Total	153	100.0	7,475	100.0

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

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	27	20.0	95	9.5
Medium Size Firms	6	12.0	222	8.2
Large Firms	7	28.0	2,049	14.6
All Size Firms	40	19.0	2,366	13.3
6 to 14 DAYS				
Large Firms	7	28.0	2,781	19.8
All Size Firms	7	3.3	2,781	15.6
15 to 29 DAYS				
Small Firms	49	36.3	98	9.8
Large Firms	5	20.0	2,137	15.2
All Size Firms	54	25.7	2,235	12.6
30 or MORE DAYS				
Small Firms	32	23.7	575	57.2
Medium Size Firms	29	58.0	1,606	59.4
Large Firms	6	24.0	7,113	50.5
All Size Firms	67	31.9	9,294	52.3
NO MAXIMUM or LIMIT				
Small Firms	27	20.0	237	23.6
Medium Size Firms	15	30.0	874	32.3
All Size Firms	42	20.0	1,111	6.2
Subtotal of Small Firms	135	100.0	1,005	100.0
Subtotal of Medium Size Firms	50	100.0	2,702	100.0
Subtotal of Large Firms	25	100.0	14,080	100.0
Grand Total	210	100.0	17,787	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 23 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 220: Maximum Sick Leave Accumulation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
6 to 14 DAYS				
All Size Firms	1	6.3	37	26.6
30 or MORE DAYS				
All Size Firms	15	93.8	102	73.4
Grand Total	16	100.0	139	100.0

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

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	502	55.6	3,330	63.9
Medium Size Firms	51	39.8	582	20.3
Large Firms	13	35.1	7,956	68.5
All Size Firms	566	53.0	11,868	60.3
YES, 1 to 3 DAYS				
Small Firms	328	36.3	1,464	28.1
Medium Size Firms	68	53.1	2,146	75.0
Large Firms	23	62.2	3,595	31.0
All Size Firms	419	39.2	7,205	36.6
YES, 4 to 7 DAYS				
Small Firms	73	8.1	417	8.0
Medium Size Firms	9	7.0	134	4.7
Large Firms	1	2.7	34	0.3
All Size Firms	83	7.8	585	3.0
Subtotal of Small Firms	903	100.0	5,211	100.0
Subtotal of Medium Size Firms	128	100.0	2,862	100.0
Subtotal of Large Firms	37	100.0	11,612	100.0
Grand Total	1,068	100.0	19,685	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 70 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	448	53.1	3,826	51.8
Medium Size Firms	60	44.4	3,576	46.0
Large Firms	10	33.3	8,758	51.5
All Size Firms	518	51.3	16,160	50.2
YES, 1 to 3 DAYS				
Small Firms	291	34.5	2,766	37.4
Medium Size Firms	66	48.9	3,789	48.7
Large Firms	19	63.3	7,743	45.5
All Size Firms	376	37.3	14,298	44.4
YES, 4 to 7 DAYS				
Small Firms	105	12.4	795	10.8
Medium Size Firms	9	6.7	415	5.3
Large Firms	1	3.3	492	2.9
All Size Firms	115	11.4	1,702	5.3
Subtotal of Small Firms	844	100.0	7,387	100.0
Subtotal of Medium Size Firms	135	100.0	7,780	100.0
Subtotal of Large Firms	30	100.0	17,020	100.0
Grand Total	1,009	100.0	32,187	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 65 utilities firms, or 91.5% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	527	87.8	776	94.1
Medium Size Firms	58	63.0	503	85.4
Large Firms	20	44.4	171	6.3
All Size Firms	605	82.1	1,450	35.3
YES, 1 to 3 DAYS				
Small Firms	73	12.2	49	5.9
Medium Size Firms	34	37.0	86	14.6
Large Firms	25	55.6	2,501	92.7
All Size Firms	132	17.9	2,636	64.1
Subtotal of Small Firms	600	100.0	825	100.0
Subtotal of Medium Size Firms	92	100.0	589	100.0
Subtotal of Large Firms	45	100.0	2,699	100.0
Grand Total	737	100.0	4,113	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 52 utilities firms, or 68.4% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	718	84.4	5,616	83.3
Medium Size Firms	87	68.5	4,741	66.5
Large Firms	15	41.7	4,185	21.6
All Size Firms	820	80.9	14,542	43.8
YES, 6 WEEKS or LESS				
Small Firms	107	12.6	597	8.9
Medium Size Firms	6	4.7	531	7.4
All Size Firms	113	11.1	1,128	3.4
YES, 7 to 13 WEEKS				
Small Firms	26	3.1	525	7.8
Medium Size Firms	22	17.3	934	13.1
Large Firms	4	11.1	2,593	13.4
All Size Firms	52	5.1	4,052	12.2
YES, 14 to 26 WEEKS				
Medium Size Firms	12	9.4	924	13.0
Large Firms	17	47.2	12,579	65.0
All Size Firms	29	2.9	13,503	40.6
Subtotal of Small Firms	851	100.0	6,738	100.0
Subtotal of Medium Size Firms	127	100.0	7,130	100.0
Subtotal of Large Firms	36	100.0	19,357	100.0
Grand Total	1,014	100.0	33,225	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 66 utilities firms, or 88.0% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	727	90.0	5,890	80.8
Medium Size Firms	96	70.1	5,229	66.6
Large Firms	5	22.7	2,137	14.5
All Size Firms	828	85.6	13,256	44.4
YES, 6 WEEKS or LESS				
Small Firms	23	2.8	299	4.1
Medium Size Firms	7	5.1	760	9.7
All Size Firms	30	3.1	1,059	3.5
YES, 7 to 13 WEEKS				
Small Firms	26	3.2	525	7.2
Medium Size Firms	22	16.1	934	11.9
All Size Firms	48	5.0	1,459	4.9
YES, 14 to 26 WEEKS				
Small Firms	32	4.0	575	7.9
Medium Size Firms	12	8.8	924	11.8
Large Firms	17	77.3	12,579	85.5
All Size Firms	61	6.3	14,078	47.2
Subtotal of Small Firms	808	100.0	7,289	100.0
Subtotal of Medium Size Firms	137	100.0	7,847	100.0
Subtotal of Large Firms	22	100.0	14,716	100.0
Grand Total	967	100.0	29,852	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 63 utilities firms, or 88.7% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 240: Short Term Disability Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	531	91.2	942	93.5
Medium Size Firms	84	88.4	621	94.5
Large Firms	22	64.7	2,015	95.6
All Size Firms	637	89.6	3,578	94.8
YES, 6 WEEKS or LESS				
Small Firms	51	8.8	66	6.5
All Size Firms	51	7.2	66	1.7
YES, 7 to 13 WEEKS				
Medium Size Firms	8	8.4	32	4.9
All Size Firms	8	1.1	32	0.8
YES, 14 to 26 WEEKS				
Medium Size Firms	3	3.2	4	0.6
Large Firms	12	35.3	93	4.4
All Size Firms	15	2.1	97	2.6
Subtotal of Small Firms	582	100.0	1,008	100.0
Subtotal of Medium Size Firms	95	100.0	657	100.0
Subtotal of Large Firms	34	100.0	2,108	100.0
Grand Total	711	100.0	3,773	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 50 utilities firms, or 65.8% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	91	19.7	362	18.7
Medium Size Firms	9	14.3	399	20.8
Large Firms	21	65.6	9,468	87.2
All Size Firms	121	21.7	10,229	69.6
JURY DUTY				
Small Firms	374	80.8	1,387	71.8
Medium Size Firms	55	87.3	1,856	96.6
Large Firms	32	100.0	10,853	100.0
All Size Firms	461	82.6	14,096	95.8
FAMILY MEDICAL				
Small Firms	171	36.9	575	29.7
Medium Size Firms	5	7.9	355	18.5
Large Firms	9	28.1	7,832	72.2
All Size Firms	185	33.2	8,762	59.6
MATERNITY LEAVE				
Small Firms	223	48.2	806	41.7
Medium Size Firms	5	7.9	381	19.8
Large Firms	3	9.4	4,278	39.4
All Size Firms	231	41.4	5,465	37.2
PATERNITY LEAVE				
Small Firms	81	17.5	239	12.4
All Size Firms	81	14.5	239	1.6
DOCTOR/DENTAL APPOINTMENT				
Small Firms	271	58.5	891	46.1
Medium Size Firms	13	20.6	446	23.2
Large Firms	9	28.1	5,778	53.2
All Size Firms	293	52.5	7,115	48.4
OTHER (please name)				
Large Firms	3	9.4	4,278	39.4
All Size Firms	3	0.5	4,278	29.1
Subtotal of Small Firms	463	100.0	1,933	100.0
Subtotal of Medium Size Firms	63	100.0	1,921	100.0
Subtotal of Large Firms	32	100.0	10,853	100.0
Grand Total	558	100.0	14,707	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 42 utilities firms, or 56.0% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	87	18.0	151	4.6
Medium Size Firms	13	17.8	600	16.5
Large Firms	18	52.9	12,807	86.2
All Size Firms	118	20.0	13,558	62.2
JURY DUTY				
Small Firms	371	77.0	3,129	94.8
Medium Size Firms	59	80.8	3,302	90.8
Large Firms	25	73.5	14,856	100.0
All Size Firms	455	77.2	21,287	97.7
FAMILY MEDICAL				
Small Firms	96	19.9	277	8.4
Medium Size Firms	9	12.3	550	15.1
Large Firms	6	17.6	8,309	55.9
All Size Firms	111	18.8	9,136	41.9
MATERNITY LEAVE				
Small Firms	119	24.7	478	14.5
Medium Size Firms	5	6.8	422	11.6
All Size Firms	124	21.1	900	4.1
PATERNITY LEAVE				
Small Firms	96	19.9	277	8.4
All Size Firms	96	16.3	277	1.3
DOCTOR/DENTAL APPOINTMENT				
Small Firms	169	35.1	571	17.3
Medium Size Firms	10	13.7	757	20.8
Large Firms	6	17.6	3,405	22.9
All Size Firms	185	31.4	4,733	21.7
OTHER (please name)				
Small Firms	27	5.6	95	2.9
All Size Firms	27	4.6	95	0.4
Subtotal of Small Firms	482	100.0	3,300	100.0
Subtotal of Medium Size Firms	73	100.0	3,637	100.0
Subtotal of Large Firms	34	100.0	14,856	100.0
Grand Total	589	100.0	21,793	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 37 utilities firms, or 52.1% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 250: Other Paid Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Medium Size Firms	8	36.4	32	59.3
Large Firms	34	70.8	2,567	69.9
All Size Firms	42	10.6	2,599	60.2
JURY DUTY				
Small Firms	325	100.0	591	100.0
Medium Size Firms	22	100.0	54	100.0
Large Firms	36	75.0	1,760	48.0
All Size Firms	383	97.0	2,405	55.7
FAMILY MEDICAL				
Small Firms	124	38.2	115	19.5
Medium Size Firms	8	36.4	32	59.3
Large Firms	12	25.0	93	2.5
All Size Firms	144	36.5	240	5.6
MATERNITY LEAVE				
Small Firms	124	38.2	115	19.5
Medium Size Firms	10	45.5	36	66.7
All Size Firms	134	33.9	151	3.5
PATERNITY LEAVE				
Small Firms	73	22.5	49	8.3
All Size Firms	73	18.5	49	1.1
DOCTOR/DENTAL APPOINTMENT				
Small Firms	197	60.6	164	27.7
Medium Size Firms	10	45.5	36	66.7
Large Firms	11	22.9	516	14.1
All Size Firms	218	55.2	716	16.6
Subtotal of Small Firms	325	100.0	591	100.0
Subtotal of Medium Size Firms	22	100.0	54	100.0
Subtotal of Large Firms	48	100.0	3,670	100.0
Grand Total	395	100.0	4,315	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 32 utilities firms, or 42.1% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	317	30.7	891	14.1
All Size Firms	317	26.2	891	4.1
YES, EMPLOYEE ONLY				
Small Firms	256	24.8	2,087	33.0
Medium Size Firms	5	3.6	149	4.7
All Size Firms	261	21.6	2,236	10.2
YES, EMPLOYEE and DEPENDENTS				
Small Firms	458	44.4	3,348	52.9
Medium Size Firms	133	96.4	3,009	95.3
Large Firms	40	100.0	12,415	100.0
All Size Firms	631	52.2	18,772	85.7
Subtotal of Small Firms	1,031	100.0	6,326	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,209	100.0	21,899	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 78 firms, or 97.5% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	285	30.1	2,230	27.0
All Size Firms	285	25.4	2,230	5.9
YES, EMPLOYEE ONLY				
Small Firms	198	20.9	1,245	15.1
Medium Size Firms	9	6.6	459	6.4
All Size Firms	207	18.4	1,704	4.5
YES, EMPLOYEE and DEPENDENTS				
Small Firms	465	49.1	4,772	57.9
Medium Size Firms	127	93.4	6,765	93.6
Large Firms	38	100.0	22,440	100.0
All Size Firms	630	56.1	33,977	89.6
Subtotal of Small Firms	948	100.0	8,247	100.0
Subtotal of Medium Size Firms	136	100.0	7,224	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	1,122	100.0	37,911	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	290	65.3	581	62.9
Medium Size Firms	14	25.5	104	10.1
All Size Firms	304	57.7	685	11.4
YES, EMPLOYEE ONLY				
Small Firms	99	22.3	106	11.5
Medium Size Firms	5	9.1	633	61.4
All Size Firms	104	19.7	739	12.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	55	12.4	236	25.6
Medium Size Firms	36	65.5	294	28.5
Large Firms	28	100.0	4,053	100.0
All Size Firms	119	22.6	4,583	76.3
Subtotal of Small Firms	444	100.0	923	100.0
Subtotal of Medium Size Firms	55	100.0	1,031	100.0
Subtotal of Large Firms	28	100.0	4,053	100.0
Grand Total	527	100.0	6,007	100.0

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

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	82	12.0	354	8.1
Medium Size Firms	10	7.2	131	4.1
Large Firms	11	27.5	5,647	45.5
All Size Firms	103	12.0	6,132	30.8
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	102	15.0	818	18.8
Medium Size Firms	51	37.0	1,133	35.9
Large Firms	12	30.0	6,591	53.1
All Size Firms	165	19.2	8,542	42.9
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	579	84.9	3,822	87.7
Medium Size Firms	129	93.5	3,082	97.6
Large Firms	36	90.0	11,551	93.0
All Size Firms	744	86.5	18,455	92.6
Subtotal of Small Firms	682	100.0	4,356	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	860	100.0	19,929	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 66 utilities firms, or 98.5% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	27	4.3	237	4.0
Medium Size Firms	10	7.7	613	9.3
Large Firms	8	21.1	4,733	21.1
All Size Firms	45	5.6	5,583	15.9
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	102	16.2	662	11.1
Medium Size Firms	51	39.2	2,559	38.6
Large Firms	9	23.7	5,119	22.8
All Size Firms	162	20.3	8,340	23.8
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	556	88.1	5,450	91.7
Medium Size Firms	120	92.3	6,032	91.0
Large Firms	34	89.5	19,970	89.0
All Size Firms	710	88.9	31,452	89.8
Subtotal of Small Firms	631	100.0	5,945	100.0
Subtotal of Medium Size Firms	130	100.0	6,625	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	799	100.0	35,010	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 62 utilities firms, or 96.9% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 270: Types of Medical/health Care Plans Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 27: "What types of medical/health care plans do you offer?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Large Firms	7	25.0	968	23.9
All Size Firms	7	3.7	968	18.9
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	27	21.4	165	60.9
Medium Size Firms	18	51.4	106	13.1
Large Firms	6	21.4	295	7.3
All Size Firms	51	27.0	566	11.0
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	126	100.0	271	100.0
Medium Size Firms	35	100.0	809	100.0
Large Firms	28	100.0	4,053	100.0
All Size Firms	189	100.0	5,133	100.0
Subtotal of Small Firms	126	100.0	271	100.0
Subtotal of Medium Size Firms	35	100.0	809	100.0
Subtotal of Large Firms	28	100.0	4,053	100.0
Grand Total	189	100.0	5,133	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 23 utilities firms, or 92.0% of the applicable utilities firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	551	77.2	4,243	78.1
	Salaried Medium Size Firms	70	50.7	1,305	41.3
	Salaried Large Firms	17	42.5	4,816	38.8
	Salaried All Size Firms	638	71.5	10,364	49.3
	Yes				
	Salaried Small Firms	163	22.8	1,192	21.9
	Salaried Medium Size Firms	68	49.3	1,853	58.7
	Salaried Large Firms	23	57.5	7,599	61.2
	Salaried All Size Firms	254	28.5	10,644	50.7
	Subtotal of Salaried Small Firms	714	100.0	5,435	100.0
	Subtotal of Salaried Medium Size Firms	138	100.0	3,158	100.0
	Subtotal of Salaried Large Firms	40	100.0	12,415	100.0
Salaried Grand Total	892	100.0	21,008	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	468	70.5	4,379	72.8
	Full-time Hourly Medium Size Firms	62	47.7	2,769	41.8
	Full-time Hourly Large Firms	17	54.8	13,328	65.4
	Full-time Hourly All Size Firms	547	66.3	20,476	62.0
	Yes				
	Full-time Hourly Small Firms	196	29.5	1,638	27.2
	Full-time Hourly Medium Size Firms	68	52.3	3,856	58.2
	Full-time Hourly Large Firms	14	45.2	7,063	34.6
	Full-time Hourly All Size Firms	278	33.7	12,557	38.0
	Subtotal of Full-time Hourly Small Firms	664	100.0	6,017	100.0
	Subtotal of Full-time Hourly Medium Size Firms	130	100.0	6,625	100.0
	Subtotal of Full-time Hourly Large Firms	31	100.0	20,391	100.0
Full-time Hourly Grand Total	825	100.0	33,033	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	99	78.6	106	39.1
	Part-time Hourly Medium Size Firms	16	45.7	106	13.1
	Part-time Hourly Large Firms	8	38.1	2,215	63.2
	Part-time Hourly All Size Firms	123	67.6	2,427	53.0
	Yes				
	Part-time Hourly Small Firms	27	21.4	165	60.9
	Part-time Hourly Medium Size Firms	19	54.3	703	86.9
	Part-time Hourly Large Firms	13	61.9	1,287	36.8
	Part-time Hourly All Size Firms	59	32.4	2,155	47.0
	Subtotal of Part-time Hourly Small Firms	126	100.0	271	100.0
	Subtotal of Part-time Hourly Medium Size Firms	35	100.0	809	100.0
	Subtotal of Part-time Hourly Large Firms	21	100.0	3,502	100.0
Part-time Hourly Grand Total	182	100.0	4,582	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 73 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	53	7.4	362	6.7
Medium Size Firms	12	9.0	196	6.2
Large Firms	5	12.5	733	5.9
All Size Firms	70	7.9	1,291	6.1
26% to 50%				
Small Firms	114	16.0	1,606	29.6
Medium Size Firms	22	16.5	277	8.8
Large Firms	10	25.0	1,034	8.3
All Size Firms	146	16.5	2,917	13.9
51% to 75%				
Small Firms	81	11.3	671	12.3
Medium Size Firms	13	9.8	840	26.7
All Size Firms	94	10.6	1,511	7.2
76% to 99%				
Small Firms	153	21.4	1,075	19.8
Medium Size Firms	49	36.8	1,086	34.5
Large Firms	13	32.5	5,241	42.2
All Size Firms	215	24.2	7,402	35.3
100%				
Small Firms	313	43.8	1,720	31.7
Medium Size Firms	37	27.8	751	23.8
Large Firms	12	30.0	5,406	43.5
All Size Firms	362	40.8	7,877	37.5
Subtotal of Small Firms	714	100.0	5,434	100.0
Subtotal of Medium Size Firms	133	100.0	3,150	100.0
Subtotal of Large Firms	40	100.0	12,414	100.0
Grand Total	887	100.0	20,998	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 66 utilities firms, or 98.5% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium Size Firms	12	9.2	868	12.4
Large Firms	5	13.2	2,137	9.5
All Size Firms	17	2.0	3,005	8.5
26% to 50%				
Small Firms	163	24.6	879	14.6
Medium Size Firms	22	16.9	808	11.6
Large Firms	10	26.3	5,145	22.9
All Size Firms	195	23.5	6,832	19.3
51% to 75%				
Small Firms	32	4.8	324	5.4
Medium Size Firms	17	13.1	871	12.5
Large Firms	1	2.6	877	3.9
All Size Firms	50	6.0	2,072	5.8
76% to 99%				
Small Firms	196	29.6	1,998	33.2
Medium Size Firms	43	33.1	2,266	32.4
Large Firms	10	26.3	9,534	42.5
All Size Firms	249	30.0	13,798	38.9
100%				
Small Firms	272	41.0	2,817	46.8
Medium Size Firms	36	27.7	2,177	31.1
Large Firms	12	31.6	4,747	21.2
All Size Firms	320	38.5	9,741	27.5
Subtotal of Small Firms	663	100.0	6,018	100.0
Subtotal of Medium Size Firms	130	100.0	6,990	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	831	100.0	35,448	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 63 utilities firms, or 98.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 290: Medical/health Care Plan Employee Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium Size Firms	1	2.9	2	0.2
All Size Firms	1	0.5	2	0.0
26% to 50%				
Small Firms	27	17.5	165	48.2
Large Firms	6	21.4	955	23.6
All Size Firms	33	15.3	1,120	21.4
51% to 75%				
Large Firms	1	3.6	36	0.9
All Size Firms	1	0.5	36	0.7
76% to 99%				
Small Firms	37	24.0	49	14.3
Medium Size Firms	21	61.8	717	84.9
Large Firms	10	35.7	291	7.2
All Size Firms	68	31.5	1,057	20.2
100%				
Small Firms	90	58.4	128	37.4
Medium Size Firms	12	35.3	126	14.9
Large Firms	11	39.3	2,770	68.4
All Size Firms	113	52.3	3,024	57.7
Subtotal of Small Firms	154	100.0	342	100.0
Subtotal of Medium Size Firms	34	100.0	845	100.0
Subtotal of Large Firms	28	100.0	4,052	100.0
Grand Total	216	100.0	5,239	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 24 utilities firms, or 96.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	395	55.2	2,797	51.5
Medium Size Firms	43	32.6	977	33.5
Large Firms	3	7.5	4,278	34.5
All Size Firms	441	49.7	8,052	38.8
1% to 25%				
Small Firms	64	8.9	508	9.3
Medium Size Firms	11	8.3	203	7.0
Large Firms	6	15.0	750	6.0
All Size Firms	81	9.1	1,461	7.0
26% to 50%				
Small Firms	93	13.0	1,129	20.8
Medium Size Firms	28	21.2	837	28.7
Large Firms	4	10.0	308	2.5
All Size Firms	125	14.1	2,274	10.9
51% to 75%				
Small Firms	37	5.2	49	0.9
Medium Size Firms	1	0.8	54	1.8
Large Firms	7	17.5	1,077	8.7
All Size Firms	45	5.1	1,180	5.7
76% to 99%				
Small Firms	37	5.2	98	1.8
Medium Size Firms	17	12.9	433	14.8
Large Firms	19	47.5	5,968	48.1
All Size Firms	73	8.2	6,499	31.3
100%				
Small Firms	90	12.6	854	15.7
Medium Size Firms	32	24.2	416	14.2
Large Firms	1	2.5	34	0.3
All Size Firms	123	13.9	1,304	6.3
Subtotal of Small Firms	716	100.0	5,435	100.0
Subtotal of Medium Size Firms	132	100.0	2,920	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	888	100.0	20,770	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 66 utilities firms, or 98.5% of the applicable utilities firms responded to this question.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	383	57.7	2,695	44.8
Medium Size Firms	41	31.3	1,501	22.3
All Size Firms	424	50.9	4,196	11.9
1% to 25%				
Small Firms	37	5.6	735	12.2
Medium Size Firms	5	3.8	671	10.0
Large Firms	6	15.8	2,365	10.5
All Size Firms	48	5.8	3,771	10.7
26% to 50%				
Small Firms	76	11.4	335	5.6
Medium Size Firms	27	20.6	1,206	17.9
Large Firms	4	10.5	2,593	11.6
All Size Firms	107	12.8	4,134	11.7
51% to 75%				
Small Firms	37	5.6	123	2.0
Medium Size Firms	7	5.3	451	6.7
Large Firms	8	21.1	2,926	13.0
All Size Firms	52	6.2	3,500	9.9
76% to 99%				
Small Firms	69	10.4	1,580	26.3
Medium Size Firms	22	16.8	1,115	16.5
Large Firms	16	42.1	12,087	53.9
All Size Firms	107	12.8	14,782	42.0
100%				
Small Firms	62	9.3	550	9.1
Medium Size Firms	29	22.1	1,796	26.6
Large Firms	4	10.5	2,470	11.0
All Size Firms	95	11.4	4,816	13.7
Subtotal of Small Firms	664	100.0	6,018	100.0
Subtotal of Medium Size Firms	131	100.0	6,740	100.0
Subtotal of Large Firms	38	100.0	22,441	100.0
Grand Total	833	100.0	35,199	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 63 utilities firms, or 98.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 300: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	126	100.0	271	100.0
Medium Size Firms	18	51.4	99	10.9
All Size Firms	144	76.2	370	7.1
1% to 25%				
Medium Size Firms	1	2.9	2	0.2
Large Firms	1	3.6	37	0.9
All Size Firms	2	1.1	39	0.7
26% to 50%				
Medium Size Firms	5	14.3	633	69.6
All Size Firms	5	2.6	633	12.1
51% to 75%				
Large Firms	8	28.6	588	14.5
All Size Firms	8	4.2	588	11.2
76% to 99%				
Medium Size Firms	5	14.3	59	6.5
Large Firms	16	57.1	1,246	30.8
All Size Firms	21	11.1	1,305	24.9
100%				
Medium Size Firms	6	17.1	117	12.9
Large Firms	3	10.7	2,181	53.8
All Size Firms	9	4.8	2,298	43.9
Subtotal of Small Firms	126	100.0	271	100.0
Subtotal of Medium Size Firms	35	100.0	910	100.0
Subtotal of Large Firms	28	100.0	4,052	100.0
Grand Total	189	100.0	5,233	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 23 utilities firms, or 92.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	560	54.3	2,901	45.9
Medium Size Firms	45	32.6	435	13.8
Large Firms	3	7.7	4,278	34.6
All Size Firms	608	50.3	7,614	34.8
YES, EMPLOYEE ONLY				
Small Firms	85	8.2	234	3.7
Large Firms	4	10.3	858	6.9
All Size Firms	89	7.4	1,092	5.0
YES, EMPLOYEE and DEPENDENTS				
Small Firms	387	37.5	3,192	50.5
Medium Size Firms	93	67.4	2,723	86.2
Large Firms	32	82.1	7,245	58.5
All Size Firms	512	42.3	13,160	60.2
Subtotal of Small Firms	1,032	100.0	6,327	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	39	100.0	12,381	100.0
Grand Total	1,209	100.0	21,866	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 74 firms, or 96.3% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	544	57.4	4,296	51.9
Medium Size Firms	49	34.5	2,652	32.6
All Size Firms	593	52.7	6,948	18.1
YES, EMPLOYEE ONLY				
Small Firms	82	8.7	743	9.0
All Size Firms	82	7.3	743	1.9
YES, EMPLOYEE and DEPENDENTS				
Small Firms	321	33.9	3,245	39.2
Medium Size Firms	93	65.5	5,473	67.4
Large Firms	37	100.0	21,948	100.0
All Size Firms	451	40.1	30,666	79.9
Subtotal of Small Firms	947	100.0	8,284	100.0
Subtotal of Medium Size Firms	142	100.0	8,125	100.0
Subtotal of Large Firms	37	100.0	21,948	100.0
Grand Total	1,126	100.0	38,357	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 310: Dental Care Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	380	75.1	926	85.8
Medium Size Firms	36	60.0	840	80.5
All Size Firms	416	68.9	1,766	28.6
YES, EMPLOYEE ONLY				
Small Firms	62	12.3	57	5.3
All Size Firms	62	10.3	57	0.9
YES, EMPLOYEE and DEPENDENTS				
Small Firms	64	12.6	96	8.9
Medium Size Firms	24	40.0	203	19.5
Large Firms	38	100.0	4,053	100.0
All Size Firms	126	20.9	4,352	70.5
Subtotal of Small Firms	506	100.0	1,079	100.0
Subtotal of Medium Size Firms	60	100.0	1,043	100.0
Subtotal of Large Firms	38	100.0	4,053	100.0
Grand Total	604	100.0	6,175	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 67.2% of the utilities firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	331	70.1	2,985	87.1
	Salaried Medium Size Firms	81	87.1	2,363	86.8
	Salaried Large Firms	28	77.8	4,328	53.4
	Salaried All Size Firms	440	73.2	9,676	67.9
	Yes				
	Salaried Small Firms	141	29.9	441	12.9
	Salaried Medium Size Firms	12	12.9	360	13.2
	Salaried Large Firms	8	22.2	3,775	46.6
	Salaried All Size Firms	161	26.8	4,576	32.1
	Subtotal of Salaried Small Firms	472	100.0	3,426	100.0
	Subtotal of Salaried Medium Size Firms	93	100.0	2,723	100.0
	Subtotal of Salaried Large Firms	36	100.0	8,103	100.0
Salaried Grand Total	601	100.0	14,252	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	293	72.9	3,106	77.9
	Full-time Hourly Medium Size Firms	81	87.1	4,107	75.0
	Full-time Hourly Large Firms	29	78.4	13,349	60.8
	Full-time Hourly All Size Firms	403	75.8	20,562	65.5
	Yes				
	Full-time Hourly Small Firms	109	27.1	882	22.1
	Full-time Hourly Medium Size Firms	12	12.9	1,366	25.0
	Full-time Hourly Large Firms	8	21.6	8,598	39.2
	Full-time Hourly All Size Firms	129	24.2	10,846	34.5
	Subtotal of Full-time Hourly Small Firms	402	100.0	3,988	100.0
	Subtotal of Full-time Hourly Medium Size Firms	93	100.0	5,473	100.0
	Subtotal of Full-time Hourly Large Firms	37	100.0	21,947	100.0
Full-time Hourly Grand Total	532	100.0	31,408	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	62	49.2	57	37.3
	Part-time Hourly Medium Size Firms	17	70.8	185	91.1
	Part-time Hourly Large Firms	20	71.4	1,838	45.3
	Part-time Hourly All Size Firms	99	55.6	2,080	47.2
	Yes				
	Part-time Hourly Small Firms	64	50.8	96	62.7
	Part-time Hourly Medium Size Firms	7	29.2	18	8.9
	Part-time Hourly Large Firms	8	28.6	2,215	54.7
	Part-time Hourly All Size Firms	79	44.4	2,329	52.8
	Subtotal of Part-time Hourly Small Firms	126	100.0	153	100.0
	Subtotal of Part-time Hourly Medium Size Firms	24	100.0	203	100.0
	Subtotal of Part-time Hourly Large Firms	28	100.0	4,053	100.0
Part-time Hourly Grand Total	178	100.0	4,409	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 51 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	64	13.6	191	5.6
Medium Size Firms	26	29.9	830	31.2
Large Firms	12	37.5	1,809	23.2
All Size Firms	102	17.3	2,830	20.4
1% to 25%				
Small Firms	27	5.7	165	4.8
Medium Size Firms	13	14.9	415	15.6
All Size Firms	40	6.8	580	4.2
26% to 50%				
Small Firms	55	11.7	432	12.6
Medium Size Firms	24	27.6	845	31.8
All Size Firms	79	13.4	1,277	9.2
51% to 75%				
Small Firms	32	6.8	108	3.2
Medium Size Firms	2	2.3	56	2.1
All Size Firms	34	5.8	164	1.2
76% to 99%				
Small Firms	80	16.9	904	26.4
Medium Size Firms	12	13.8	394	14.8
Large Firms	19	59.4	5,968	76.6
All Size Firms	111	18.8	7,266	52.3
100%				
Small Firms	214	45.3	1,626	47.5
Medium Size Firms	10	11.5	119	4.5
Large Firms	1	3.1	18	0.2
All Size Firms	225	38.1	1,763	12.7
Subtotal of Small Firms	472	100.0	3,426	100.0
Subtotal of Medium Size Firms	87	100.0	2,659	100.0
Subtotal of Large Firms	32	100.0	7,795	100.0
Grand Total	591	100.0	13,880	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 46 utilities firms, or 95.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	59	14.7	421	10.6
Medium Size Firms	26	29.9	1,199	22.8
Large Firms	12	36.4	4,185	21.6
All Size Firms	97	18.6	5,805	20.3
1% to 25%				
Medium Size Firms	13	14.9	1,181	22.5
All Size Firms	13	2.5	1,181	4.1
26% to 50%				
Small Firms	87	21.6	905	22.7
Medium Size Firms	18	20.7	890	17.0
All Size Firms	105	20.1	1,795	6.3
51% to 75%				
Small Firms	32	8.0	324	8.1
Medium Size Firms	8	9.2	519	9.9
Large Firms	1	3.0	877	4.5
All Size Firms	41	7.9	1,720	6.0
76% to 99%				
Small Firms	63	15.7	1,033	25.9
Medium Size Firms	12	13.8	683	13.0
Large Firms	16	48.5	12,087	62.4
All Size Firms	91	17.4	13,803	48.3
100%				
Small Firms	161	40.0	1,305	32.7
Medium Size Firms	10	11.5	776	14.8
Large Firms	4	12.1	2,206	11.4
All Size Firms	175	33.5	4,287	15.0
Subtotal of Small Firms	402	100.0	3,988	100.0
Subtotal of Medium Size Firms	87	100.0	5,248	100.0
Subtotal of Large Firms	33	100.0	19,355	100.0
Grand Total	522	100.0	28,591	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 44 utilities firms, or 95.7% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 330: Dental Care Plan Employee Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	37	29.1	25	16.3
Medium Size Firms	6	25.0	9	4.4
Large Firms	7	25.0	552	13.6
All Size Firms	50	27.9	586	13.3
1% to 25%				
Medium Size Firms	7	29.2	18	8.9
All Size Firms	7	3.9	18	0.4
51% to 75%				
Medium Size Firms	1	4.2	43	21.2
Large Firms	1	3.6	36	0.9
All Size Firms	2	1.1	79	1.8
76% to 99%				
Medium Size Firms	4	16.7	16	7.9
Large Firms	19	67.9	3,428	84.6
All Size Firms	23	12.8	3,444	78.1
100%				
Small Firms	90	70.9	128	83.7
Medium Size Firms	6	25.0	117	57.6
Large Firms	1	3.6	37	0.9
All Size Firms	97	54.2	282	6.4
Subtotal of Small Firms	127	100.0	153	100.0
Subtotal of Medium Size Firms	24	100.0	203	100.0
Subtotal of Large Firms	28	100.0	4,053	100.0
Grand Total	179	100.0	4,409	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 21 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	262	55.5	1,008	29.4
Medium Size Firms	32	34.4	1,068	39.2
Large Firms	12	37.5	1,809	23.2
All Size Firms	306	51.3	3,885	27.9
1% to 25%				
Small Firms	64	13.6	508	14.8
Medium Size Firms	7	7.5	174	6.4
Large Firms	1	3.1	18	0.2
All Size Firms	72	12.1	700	5.0
26% to 50%				
Small Firms	44	9.3	566	16.5
Medium Size Firms	30	32.3	498	18.3
All Size Firms	74	12.4	1,064	7.6
51% to 75%				
Medium Size Firms	8	8.6	564	20.7
Large Firms	6	18.8	726	9.3
All Size Firms	14	2.3	1,290	9.3
76% to 99%				
Medium Size Firms	12	12.9	394	14.5
Large Firms	13	40.6	5,241	67.2
All Size Firms	25	4.2	5,635	40.4
100%				
Small Firms	102	21.6	1,344	39.2
Medium Size Firms	4	4.3	24	0.9
All Size Firms	106	17.8	1,368	9.8
Subtotal of Small Firms	472	100.0	3,426	100.0
Subtotal of Medium Size Firms	93	100.0	2,722	100.0
Subtotal of Large Firms	32	100.0	7,794	100.0
Grand Total	597	100.0	13,942	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 47 utilities firms, or 97.9% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	232	57.6	1,817	45.6
Medium Size Firms	32	34.4	1,683	30.7
Large Firms	12	36.4	4,185	21.6
All Size Firms	276	52.2	7,685	26.7
1% to 25%				
Small Firms	37	9.2	735	18.4
Medium Size Firms	1	1.1	418	7.6
Large Firms	1	3.0	228	1.2
All Size Firms	39	7.4	1,381	4.8
26% to 50%				
Small Firms	60	14.9	813	20.4
Medium Size Firms	30	32.3	1,394	25.5
All Size Firms	90	17.0	2,207	7.7
51% to 75%				
Medium Size Firms	8	8.6	519	9.5
Large Firms	7	21.2	3,430	17.7
All Size Firms	15	2.8	3,949	13.7
76% to 99%				
Medium Size Firms	18	19.4	1,283	23.4
Large Firms	10	30.3	9,534	49.3
All Size Firms	28	5.3	10,817	37.5
100%				
Small Firms	74	18.4	623	15.6
Medium Size Firms	4	4.3	177	3.2
Large Firms	3	9.1	1,978	10.2
All Size Firms	81	15.3	2,778	9.6
Subtotal of Small Firms	403	100.0	3,988	100.0
Subtotal of Medium Size Firms	93	100.0	5,474	100.0
Subtotal of Large Firms	33	100.0	19,355	100.0
Grand Total	529	100.0	28,817	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 45 utilities firms, or 97.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 340: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	99	78.6	82	53.6
Medium Size Firms	12	50.0	25	12.3
Large Firms	7	25.0	552	13.6
All Size Firms	118	66.3	659	15.0
1% to 25%				
Medium Size Firms	1	4.2	2	1.0
Large Firms	1	3.6	37	0.9
All Size Firms	2	1.1	39	0.9
26% to 50%				
Small Firms	27	21.4	71	46.4
All Size Firms	27	15.2	71	1.6
51% to 75%				
Medium Size Firms	1	4.2	43	21.2
Large Firms	11	39.3	1,236	30.5
All Size Firms	12	6.7	1,279	29.0
76% to 99%				
Medium Size Firms	4	16.7	16	7.9
Large Firms	6	21.4	46	1.1
All Size Firms	10	5.6	62	1.4
100%				
Medium Size Firms	6	25.0	117	57.6
Large Firms	3	10.7	2,181	53.8
All Size Firms	9	5.1	2,298	52.1
Subtotal of Small Firms	126	100.0	153	100.0
Subtotal of Medium Size Firms	24	100.0	203	100.0
Subtotal of Large Firms	28	100.0	4,052	100.0
Grand Total	178	100.0	4,408	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 21 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salaried

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	92	13.3	738	14.0
Medium Size Firms	61	58.1	1,497	60.6
Large Firms	24	68.6	10,297	88.1
All Size Firms	177	21.3	12,532	64.5
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	27	3.9	165	3.1
Medium Size Firms	42	40.0	724	29.3
Large Firms	26	74.3	10,553	90.3
All Size Firms	95	11.4	11,442	58.9
WELLNESS PROGRAM				
Small Firms	64	9.3	508	9.6
Medium Size Firms	35	33.3	748	30.3
Large Firms	18	51.4	3,330	28.5
All Size Firms	117	14.1	4,586	23.6
VISION CARE PROGRAM				
Small Firms	222	32.2	1,661	31.5
Medium Size Firms	45	42.9	1,265	51.2
Large Firms	25	71.4	6,328	54.2
All Size Firms	292	35.2	9,254	47.6
PRESCRIPTION DRUG PLAN				
Small Firms	378	54.8	2,066	39.2
Medium Size Firms	67	63.8	1,480	59.9
Large Firms	35	100.0	11,682	100.0
All Size Firms	480	57.8	15,228	78.4
MENTAL HEALTH RIDER				
Small Firms	27	3.9	165	3.1
Medium Sized Firms	27	25.7	323	13.1
Large Firms	15	42.9	8,910	76.3
All Size Firms	69	8.3	9,398	48.4
LIFE INSURANCE				
Small Firms	577	83.6	4,763	90.4
Medium Size Firms	101	96.2	2,438	98.7
Large Firms	35	100.0	11,682	100.0
All Size Firms	713	85.9	18,883	97.2
ACCIDENTAL DEATH INSURANCE				
Small Firms	169	24.5	1,450	27.5
Medium Size Firms	73	69.5	1,690	68.4
Large Firms	29	82.9	8,702	74.5
All Size Firms	271	32.7	11,842	61.0

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	129	18.7	1,369	26.0
Medium Size Firms	45	42.9	1,173	47.5
Large Firms	27	77.1	4,459	38.2
All Size Firms	201	24.2	7,001	36.0
ILL CHILD DAYCARE				
Small Firms	27	3.9	165	3.1
Large Firms	4	11.4	858	7.3
All Size Firms	31	3.7	1,023	5.3
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	27	3.9	165	3.1
Large Firms	5	14.3	1,467	12.6
All Size Firms	32	3.9	1,632	8.4
ELDER DAYCARE (for an employee's relative)				
Small Firms	27	3.9	165	3.1
Large Firms	5	14.3	1,467	12.6
All Size Firms	32	3.9	1,632	8.4
OTHER (please name)				
Small Firms	17	2.5	51	1.0
Large Firms	1	2.9	18	0.2
All Size Firms	18	2.2	69	0.4
Subtotal of Small Firms	690	100.0	5,270	100.0
Subtotal of Medium Size Firms	105	100.0	2,470	100.0
Subtotal of Large Firms	35	100.0	11,682	100.0
Grand Total	830	100.0	19,422	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 60 firms, or 75.0% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	85	14.9	1,399	24.2
Medium Size Firms	61	56.0	3,397	55.7
Large Firms	14	42.4	7,063	34.8
All Size Firms	160	22.4	11,859	36.8
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	32	5.6	575	9.9
Medium Size Firms	37	33.9	2,776	45.5
Large Firms	15	45.5	8,059	39.7
All Size Firms	84	11.8	11,410	35.5
WELLNESS PROGRAM				
Small Firms	37	6.5	735	12.7
Medium Size Firms	35	32.1	1,977	32.4
Large Firms	15	45.5	8,059	39.7
All Size Firms	87	12.2	10,771	33.5
VISION CARE PROGRAM				
Small Firms	211	36.9	1,979	34.2
Medium Size Firms	45	41.3	3,129	51.3
Large Firms	18	54.5	9,656	47.6
All Size Firms	274	38.4	14,764	45.9
PRESCRIPTION DRUG PLAN				
Small Firms	315	55.1	2,855	49.3
Medium Size Firms	71	65.1	3,713	60.9
Large Firms	33	100.0	20,303	100.0
All Size Firms	419	58.7	26,871	83.5
MENTAL HEALTH RIDER				
Medium Sized Firms	22	20.2	1,184	19.4
Large Firms	12	36.4	9,823	48.4
All Size Firms	34	4.8	11,007	34.2
LIFE INSURANCE				
Small Firms	508	88.8	5,236	90.5
Medium Size Firms	105	96.3	5,913	97.0
Large Firms	33	100.0	20,303	100.0
All Size Firms	646	90.5	31,452	97.7
ACCIDENTAL DEATH INSURANCE				
Small Firms	180	31.5	1,515	26.2
Medium Size Firms	73	67.0	4,249	69.7
Large Firms	27	81.8	13,190	65.0
All Size Firms	280	39.2	18,954	58.9

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	85	14.9	270	4.7
Medium Size Firms	49	45.0	3,553	58.3
Large Firms	28	84.8	13,682	67.4
All Size Firms	162	22.7	17,505	54.4
ILL CHILD DAYCARE				
Large Firms	4	12.1	1,225	6.0
All Size Firms	4	0.6	1,225	3.8
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Large Firms	5	15.2	2,913	14.3
All Size Firms	5	0.7	2,913	9.1
ELDER DAYCARE (for an employee's relative)				
Large Firms	5	15.2	2,913	14.3
All Size Firms	5	0.7	2,913	9.1
OTHER (please name)				
Small Firms	17	3.0	292	5.0
Large Firms	1	3.0	228	1.1
All Size Firms	18	2.5	520	1.6
Subtotal of Small Firms	572	100.0	5,786	100.0
Subtotal of Medium Size Firms	109	100.0	6,097	100.0
Subtotal of Large Firms	33	100.0	20,303	100.0
Grand Total	714	100.0	32,186	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 55 firms, or 72.4% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 350: Additional Medical/health Benefits Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms		0.0		0.0
Medium Size Firms	18	60.0	188	88.7
Large Firms	2	6.3	74	1.8
All Size Firms	20	7.9	262	5.6
EMPLOYEE ASSISTANCE PROGRAM				
Medium Size Firms	9	30.0	162	76.4
Large Firms	15	46.9	1,220	30.0
All Size Firms	24	9.5	1,382	29.8
WELLNESS PROGRAM				
Medium Size Firms	10	33.3	133	62.7
Large Firms	15	46.9	1,220	30.0
All Size Firms	25	9.9	1,353	29.2
VISION CARE PROGRAM				
Small Firms	27	14.2	71	19.3
Medium Size Firms	20	66.7	187	88.2
Large Firms	13	40.6	1,287	31.7
All Size Firms	60	23.8	1,545	33.3
PRESCRIPTION DRUG PLAN				
Small Firms	126	66.3	177	48.2
Medium Size Firms	17	56.7	185	87.3
Large Firms	28	87.5	4,053	99.8
All Size Firms	171	67.9	4,415	95.2
MENTAL HEALTH RIDER				
Large Firms	12	37.5	2,460	60.6
All Size Firms	12	4.8	2,460	53.0
LIFE INSURANCE				
Small Firms	164	86.3	334	91.0
Medium Size Firms	30	100.0	212	100.0
Large Firms	22	68.8	3,098	76.3
All Size Firms	216	85.7	3,644	78.6
ACCIDENTAL DEATH INSURANCE				
Medium Size Firms	23	76.7	160	75.5
Large Firms	17	53.1	3,064	75.5
All Size Firms	40	15.9	3,224	69.5

TABLE 350: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	37	19.5	49	13.4
Medium Size Firms	17	56.7	151	71.2
Large Firms	13	40.6	2,819	69.4
All Size Firms	67	26.6	3,019	65.1
ILL CHILD DAYCARE				
Large Firms	4	12.5	245	6.0
All Size Firms	4	1.6	245	5.3
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Large Firms	5	15.6	258	6.4
All Size Firms	5	2.0	258	5.6
ELDER DAYCARE (for an employee's relative)				
Large Firms	5	15.6	258	6.4
All Size Firms	5	2.0	258	5.6
OTHER (please name)				
Large Firms	1	3.1	37	0.9
All Size Firms	1	0.4	37	0.8
Subtotal of Small Firms	190	100.0	367	100.0
Subtotal of Medium Size Firms	30	100.0	212	100.0
Subtotal of Large Firms	32	100.0	4,060	100.0
Grand Total	252	100.0	4,639	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 41.0% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	173	19.5	416	7.1
All Size Firms	173	16.3	416	2.0
NO WAITING PERIOD REQUIRED				
Small Firms	44	5.0	683	11.7
Medium Size Firms	27	20.5	696	25.0
Large Firms	21	52.5	4,099	33.0
All Size Firms	92	8.7	5,478	26.0
YES, 30 DAYS OR LESS				
Small Firms	171	19.3	1,764	30.1
Medium Size Firms	15	11.4	126	4.5
Large Firms	5	12.5	2,945	23.7
All Size Firms	191	18.0	4,835	23.0
31 to 60 DAYS				
Small Firms	85	9.6	637	10.9
Medium Size Firms	25	18.9	977	35.0
Large Firms	9	22.5	5,028	40.5
All Size Firms	119	11.2	6,642	31.5
61 to 90 DAYS				
Small Firms	308	34.7	1,329	22.7
Medium Size Firms	54	40.9	920	33.0
Large Firms	4	10.0	308	2.5
All Size Firms	366	34.6	2,557	12.1
MORE THAN 90 DAYS				
Small Firms	79	8.9	405	6.9
Medium Size Firms	6	4.5	27	1.0
Large Firms	1	2.5	34	0.3
All Size Firms	86	8.1	466	2.2
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	27	3.0	617	10.5
Medium Size Firms	5	3.8	42	1.5
All Size Firms	32	3.0	659	3.1
Subtotal of Small Firms	887	100.0	5,851	100.0
Subtotal of Medium Size Firms	132	100.0	2,788	100.0
Subtotal of Large Firms	40	100.0	12,414	100.0
Grand Total	1,059	100.0	21,053	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 72 firms, or 90.0% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	198	22.3	1,556	19.0
All Size Firms	198	18.8	1,556	4.1
NO WAITING PERIOD REQUIRED				
Small Firms	32	3.6	575	7.0
Medium Size Firms	27	20.8	1,547	21.5
Large Firms	12	31.6	6,343	28.3
All Size Firms	71	6.7	8,465	22.4
YES, 30 DAYS OR LESS				
Small Firms	210	23.6	1,225	15.0
Medium Size Firms	9	6.9	480	6.7
Large Firms	5	13.2	6,621	29.5
All Size Firms	224	21.2	8,326	22.0
31 to 60 DAYS				
Small Firms	85	9.6	123	1.5
Medium Size Firms	25	19.2	1,170	16.3
Large Firms	6	15.8	2,365	10.5
All Size Firms	116	11.0	3,658	9.7
61 to 90 DAYS				
Small Firms	337	38.0	4,166	51.0
Medium Size Firms	54	41.5	3,170	44.2
Large Firms	11	28.9	4,641	20.7
All Size Firms	402	38.1	11,977	31.7
MORE THAN 90 DAYS				
Small Firms	26	2.9	525	6.4
Medium Size Firms	10	7.7	349	4.9
Large Firms	1	2.6	492	2.2
All Size Firms	37	3.5	1,366	3.6
VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Medium Size Firms	5	3.8	464	6.5
Large Firms	3	7.9	1,978	8.8
All Size Firms	8	0.8	2,442	6.5
Subtotal of Small Firms	888	100.0	8,170	100.0
Subtotal of Medium Size Firms	130	100.0	7,180	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	1,056	100.0	37,790	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 70 firms, or 92.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	182	54.2	299	46.6
Medium Size Firms	9	20.5	93	9.2
All Size Firms	191	46.8	392	6.9
NO WAITING PERIOD REQUIRED				
Medium Size Firms	10	22.7	133	13.2
Large Firms	12	42.9	1,249	30.8
All Size Firms	22	5.4	1,382	24.2
YES, 30 DAYS OR LESS				
Small Firms	37	11.0	49	7.6
Large Firms	5	17.9	33	0.8
All Size Firms	42	10.3	82	1.4
31 to 60 DAYS				
Medium Size Firms	6	13.6	16	1.6
Large Firms	1	3.6	37	0.9
All Size Firms	7	1.7	53	0.9
61 to 90 DAYS				
Small Firms	91	27.1	260	40.6
Medium Size Firms	13	29.5	760	75.2
Large Firms	7	25.0	552	13.6
All Size Firms	111	27.2	1,572	27.6
MORE THAN 90 DAYS				
Small Firms	26	7.7	33	5.1
Medium Size Firms	6	13.6	9	0.9
All Size Firms	32	7.8	42	0.7
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Large Firms	3	10.7	2,181	53.8
All Size Firms	3	0.7	2,181	38.2
Subtotal of Small Firms	336	100.0	641	100.0
Subtotal of Medium Size Firms	44	100.0	1,011	100.0
Subtotal of Large Firms	28	100.0	4,052	100.0
Grand Total	408	100.0	5,704	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 32 firms, or 52.5% of the utilities firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	533	54.6	3,095	50.2
Medium Size Firms	11	8.0	61	1.9
All Size Firms	544	47.1	3,156	14.5
DEFINED BENEFIT PLAN				
Small Firms	148	15.1	783	12.7
Medium Size Firms	37	26.8	389	12.3
Large Firms	22	55.0	10,245	82.5
All Size Firms	207	17.9	11,417	52.5
DEFINED CONTRIBUTION PLAN				
Small Firms	267	27.3	1,928	31.3
Medium Size Firms	111	80.4	3,018	95.6
All Size Firms	378	32.7	4,946	22.8
PROFIT SHARING				
Small Firms	64	6.6	214	3.5
Medium Size Firms	9	6.5	343	10.9
Large Firms	3	7.5	829	6.7
All Size Firms	76	6.6	1,386	6.4
OTHER (please name)				
Small Firms	45	4.6	634	10.3
All Size Firms	45	3.9	634	2.9
Subtotal of Small Firms	977	100.0	6,160	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,155	100.0	21,733	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 76 firms, or 95.0% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	509	53.7	3,922	47.6
Medium Size Firms	11	7.7	367	4.5
All Size Firms	520	46.1	4,289	11.3
DEFINED BENEFIT PLAN				
Small Firms	181	19.1	2,681	32.5
Medium Size Firms	37	26.1	1,903	23.4
Large Firms	19	51.4	14,064	65.2
All Size Firms	237	21.0	18,648	49.2
DEFINED CONTRIBUTION PLAN				
Small Firms	280	29.5	2,623	31.8
Medium Size Firms	114	80.3	6,973	85.8
Large Firms	37	100.0	21,563	100.0
All Size Firms	431	38.2	31,159	82.1
PROFIT SHARING				
Small Firms	37	3.9	123	1.5
Medium Size Firms	9	6.3	261	3.2
All Size Firms	46	4.1	384	1.0
Subtotal of Small Firms	948	100.0	8,247	100.0
Subtotal of Medium Size Firms	142	100.0	8,126	100.0
Subtotal of Large Firms	37	100.0	21,563	100.0
Grand Total	1,127	100.0	37,936	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 370: Retirement Plans for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	313	85.5	641	90.5
Medium Size Firms	16	28.6	102	9.8
All Size Firms	329	73.8	743	14.2
DEFINED BENEFIT PLAN				
Medium Size Firms	7	12.5	124	11.9
Large Firms	19	79.2	3,428	98.7
All Size Firms	26	5.8	3,552	68.1
DEFINED CONTRIBUTION PLAN				
Small Firms	37	10.1	49	6.9
Medium Size Firms	34	60.7	811	78.1
Large Firms	24	100.0	3,472	100.0
All Size Firms	95	21.3	4,332	83.0
PROFIT SHARING				
Medium Size Firms	4	7.1	16	1.5
All Size Firms	4	0.9	16	0.3
OTHER (please name)				
Small Firms	17	4.6	17	2.4
All Size Firms	17	3.8	17	0.3
Subtotal of Small Firms	366	100.0	708	100.0
Subtotal of Medium Size Firms	56	100.0	1,038	100.0
Subtotal of Large Firms	24	100.0	3,472	100.0
Grand Total	446	100.0	5,218	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 34 firms, or 55.7% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	69	16.9	230	9.0
Medium Size Firms	28	21.9	1,093	35.3
Large Firms	8	21.6	1,686	20.7
All Size Firms	105	18.3	3,009	21.8
EMPLOYER ONLY				
Small Firms	54	13.2	91	3.6
Medium Size Firms	10	7.8	68	2.2
Large Firms	5	13.5	733	9.0
All Size Firms	69	12.0	892	6.5
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	89	21.8	583	22.9
Medium Size Firms	2	1.6	56	1.8
All Size Firms	91	15.9	639	4.6
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	55	13.5	307	12.1
Medium Size Firms	18	14.1	460	14.9
Large Firms	5	13.5	892	11.0
All Size Firms	78	13.6	1,659	12.0
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	141	34.6	1,331	52.4
Medium Size Firms	70	54.7	1,419	45.8
Large Firms	19	51.4	4,827	59.3
All Size Firms	230	40.1	7,577	55.0
Subtotal of Small Firms	408	100.0	2,542	100.0
Subtotal of Medium Size Firms	128	100.0	3,096	100.0
Subtotal of Large Firms	37	100.0	8,138	100.0
Grand Total	573	100.0	13,776	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 54 utilities firms, or 88.5% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	69	18.4	495	13.7
Medium Size Firms	28	21.4	1,299	16.7
Large Firms	8	21.6	3,737	17.3
All Size Firms	105	19.3	5,531	16.8
EMPLOYER ONLY				
Small Firms	37	9.9	25	0.7
Medium Size Firms	10	7.6	484	6.2
Large Firms	5	13.5	2,137	9.9
All Size Firms	52	9.6	2,646	8.0
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	63	16.8	1,033	28.6
Medium Size Firms	2	1.5	296	3.8
All Size Firms	65	12.0	1,329	4.0
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Medium Size Firms	15	11.5	711	9.2
Large Firms	1	2.7	492	2.3
All Size Firms	16	2.9	1,203	3.7
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	206	54.9	2,053	56.9
Medium Size Firms	76	58.0	4,968	64.0
Large Firms	23	62.2	15,197	70.5
All Size Firms	305	56.2	22,218	67.5
Subtotal of Small Firms	375	100.0	3,606	100.0
Subtotal of Medium Size Firms	131	100.0	7,758	100.0
Subtotal of Large Firms	37	100.0	21,563	100.0
Grand Total	543	100.0	32,927	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 53 utilities firms, or 91.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	37	68.5	49	74.2
Medium Size Firms	16	39.0	667	71.3
Large Firms	1	4.2	13	0.4
All Size Firms	54	45.4	729	16.3
EMPLOYER ONLY				
Small Firms	17	31.5	17	25.8
All Size Firms	17	14.3	17	0.4
EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF				
Medium Size Firms	1	2.4	43	4.6
All Size Firms	1	0.8	43	1.0
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Medium Size Firms	10	24.4	133	14.2
All Size Firms	10	8.4	133	3.0
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Medium Size Firms	14	34.1	92	9.8
Large Firms	23	95.8	3,459	99.6
All Size Firms	37	31.1	3,551	79.4
Subtotal of Small Firms	54	100.0	66	100.0
Subtotal of Medium Size Firms	41	100.0	935	100.0
Subtotal of Large Firms	24	100.0	3,472	100.0
Grand Total	119	100.0	4,473	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 21 utilities firms, or 43.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	883	87.1	3,587	57.2
Medium Size Firms	71	55.5	1,465	50.9
Large Firms	12	30.0	1,809	14.6
All Size Firms	966	81.7	6,861	31.8
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Large Firms	4	10.0	308	2.5
All Size Firms	4	0.3	308	1.4
YES, BASED ON COURSE GRADE				
Small Firms	44	4.3	683	10.9
Medium Size Firms	22	17.2	383	13.3
Large Firms	20	50.0	4,855	39.1
All Size Firms	86	7.3	5,921	27.5
YES, MUST BE JOB RELATED				
Small Firms	114	11.2	2,169	34.6
Medium Size Firms	57	44.5	1,413	49.1
Large Firms	24	60.0	9,758	78.6
All Size Firms	195	16.5	13,340	61.9
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium Size Firms	7	5.5	177	6.2
Large Firms	25	62.5	9,944	80.1
All Size Firms	32	2.7	10,121	46.9
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	27	2.7	165	2.6
Medium Size Firms	6	4.7	97	3.4
Large Firms	6	15.0	726	5.8
All Size Firms	39	3.3	988	4.6
Subtotal of Small Firms	1,014	100.0	6,275	100.0
Subtotal of Medium Size Firms	128	100.0	2,878	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,182	100.0	21,568	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 75 firms, or 93.8% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	787	84.7	6,141	82.0
Medium Size Firms	77	58.8	4,207	57.0
Large Firms	13	34.2	5,063	22.6
All Size Firms	877	79.9	15,411	41.3
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	23	2.5	299	4.0
Large Firms	4	10.5	2,593	11.6
All Size Firms	27	2.5	2,892	7.8
YES, BASED ON COURSE GRADE				
Small Firms	32	3.4	575	7.7
Medium Size Firms	22	16.8	1,639	22.2
Large Firms	20	52.6	13,219	58.9
All Size Firms	74	6.7	15,433	41.4
YES, MUST BE JOB RELATED				
Small Firms	120	12.9	1,051	14.0
Medium Size Firms	54	41.2	3,178	43.0
Large Firms	21	55.3	15,171	67.6
All Size Firms	195	17.8	19,400	52.0
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium Size Firms	7	5.3	697	9.4
Large Firms	18	47.4	12,376	55.2
All Size Firms	25	2.3	13,073	35.0
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Medium Size Firms	6	4.6	278	3.8
Large Firms	6	15.8	2,553	11.4
All Size Firms	12	1.1	2,831	7.6
Subtotal of Small Firms	929	100.0	7,490	100.0
Subtotal of Medium Size Firms	131	100.0	7,384	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	1,098	100.0	37,314	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 71 firms, or 93.4% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 390: Educational Benefits for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	439	94.2	848	83.8
Medium Size Firms	45	78.9	974	93.3
Large Firms	6	24.0	89	2.5
All Size Firms	490	89.4	1,911	34.1
YES, BASED ON COURSE GRADE				
Medium Size Firms	1	1.8	2	0.2
Large Firms	16	64.0	1,271	35.9
All Size Firms	17	3.1	1,273	22.7
YES, MUST BE JOB RELATED				
Small Firms	27	5.8	165	16.3
Medium Size Firms	12	21.1	70	6.7
Large Firms	15	60.0	1,234	34.8
All Size Firms	54	9.9	1,469	26.2
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium Size Firms	1	1.8	2	0.2
Large Firms	18	72.0	3,415	96.4
All Size Firms	19	3.5	3,417	61.1
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Large Firms	6	24.0	955	27.0
All Size Firms	6	1.1	955	17.1
Subtotal of Small Firms	466	100.0	1,012	100.0
Subtotal of Medium Size Firms	57	100.0	1,044	100.0
Subtotal of Large Firms	25	100.0	3,541	100.0
Grand Total	548	100.0	5,597	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 37 firms, or 60.7% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**UTILITIES
Salary**

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Large Firms	1	3.6	609	5.7
All Size Firms	1	0.5	609	4.1
26% to 50%				
Medium Size Firms	12	21.4	230	16.3
All Size Firms	12	5.6	230	1.6
76% to 99%				
Medium Size Firms	6	10.7	357	25.3
Large Firms	3	10.7	829	7.8
All Size Firms	9	4.2	1,186	8.1
100%				
Small Firms	131	100.0	2,687	100.0
Medium Size Firms	38	67.9	826	58.5
Large Firms	24	85.7	9,167	86.4
All Size Firms	193	89.8	12,680	86.2
Subtotal of Small Firms	131	100.0	2,687	100.0
Subtotal of Medium Size Firms	56	100.0	1,413	100.0
Subtotal of Large Firms	28	100.0	10,605	100.0
Grand Total	215	100.0	14,705	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 31 utilities firms, or 86.1% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Large Firms	1	4.0	1,688	9.7
All Size Firms	1	0.5	1,688	7.7
26% to 50%				
Medium Size Firms	6	11.1	225	7.1
All Size Firms	6	3.1	225	1.0
76% to 99%				
Medium Size Firms	5	9.3	72	2.3
Large Firms	3	12.0	1,978	11.4
All Size Firms	8	4.1	2,050	9.4
100%				
Small Firms	115	100.0	1,255	100.0
Medium Size Firms	43	79.6	2,881	90.7
Large Firms	21	84.0	13,711	78.9
All Size Firms	179	92.3	17,847	81.8
Subtotal of Small Firms	115	100.0	1,255	100.0
Subtotal of Medium Size Firms	54	100.0	3,178	100.0
Subtotal of Large Firms	25	100.0	17,377	100.0
Grand Total	194	100.0	21,810	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 28 utilities firms, or 82.4% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 400: Education Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
51% to 75%				
Large Firms	9	47.4	3,137	90.8
All Size Firms	9	15.5	3,137	85.1
76% to 99%				
Medium Size Firms	5	41.7	59	84.3
All Size Firms	5	8.6	59	1.6
100%				
Small Firms	27	100.0	165	100.0
Medium Size Firms	7	58.3	11	15.7
Large Firms	10	52.6	316	9.2
All Size Firms	44	75.9	492	13.3
Subtotal of Small Firms	27	100.0	165	100.0
Subtotal of Medium Size Firms	12	100.0	70	100.0
Subtotal of Large Firms	19	100.0	3,453	100.0
Grand Total	58	100.0	3,688	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 13 utilities firms, or 35.1% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	806	78.2	4,278	67.6
Medium Size Firms	21	15.2	102	3.2
Large Firms	1	2.5	34	0.3
All Size Firms	828	68.5	4,414	20.2
YES, FOR HEALTH EXPENSES				
Small Firms	226	21.9	2,048	32.4
Medium Size Firms	117	84.8	3,056	96.8
Large Firms	39	97.5	12,380	99.7
All Size Firms	382	31.6	17,484	79.8
YES, FOR CHILDCARE EXPENSES				
Small Firms	53	5.1	567	9.0
Medium Size Firms	81	58.7	2,362	74.8
Large Firms	36	90.0	11,551	93.0
All Size Firms	170	14.1	14,480	66.1
Subtotal of Small Firms	1,031	100.0	6,326	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,209	100.0	21,899	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 78 firms, or 97.5% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	754	76.2	5,589	66.6
Medium Size Firms	21	14.8	700	8.6
Large Firms	1	2.9	492	2.4
All Size Firms	776	66.5	6,781	18.3
YES, FOR HEALTH EXPENSES				
Small Firms	236	23.8	2,802	33.4
Medium Size Firms	121	85.2	7,426	91.4
Large Firms	34	97.1	19,970	97.6
All Size Firms	391	33.5	30,198	81.7
YES, FOR CHILDCARE EXPENSES				
Small Firms	91	9.2	997	11.9
Medium Size Firms	81	57.0	5,422	66.7
Large Firms	34	97.1	19,970	97.6
All Size Firms	206	17.7	26,389	71.4
Subtotal of Small Firms	990	100.0	8,391	100.0
Subtotal of Medium Size Firms	142	100.0	8,126	100.0
Subtotal of Large Firms	35	100.0	20,462	100.0
Grand Total	1,167	100.0	36,979	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 74 firms, or 97.4% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	486	100.0	1,245	100.0
Medium Size Firms	26	48.1	158	15.9
All Size Firms	512	90.6	1,403	34.1
YES, FOR HEALTH EXPENSES				
Medium Size Firms	29	53.7	837	84.1
Large Firms	25	100.0	1,872	100.0
All Size Firms	54	9.6	2,709	65.9
YES, FOR CHILDCARE EXPENSES				
Medium Size Firms	23	42.6	160	16.1
Large Firms	25	100.0	1,872	100.0
All Size Firms	48	8.5	2,032	49.4
Subtotal of Small Firms	486	100.0	1,245	100.0
Subtotal of Medium Size Firms	54	100.0	995	100.0
Subtotal of Large Firms	25	100.0	1,872	100.0
Grand Total	565	100.0	4,112	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 38 firms, or 62.3% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,004	100.0	6,203	100.0
Medium Size Firms	134	97.1	3,024	95.8
Large Firms	35	87.5	10,940	88.1
All Size Firms	1,173	99.2	20,167	92.6
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Medium Size Firms	2	1.4	80	2.5
All Size Firms	2	0.2	80	0.4
YES, REFERRAL INFORMATION				
Medium Size Firms	2	1.4	54	1.7
Large Firms	5	12.5	1,467	11.8
All Size Firms	7	0.6	1,521	7.0
Subtotal of Small Firms	1,004	100.0	6,203	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,182	100.0	21,776	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 77 firms, or 96.3% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	963	100.0	8,370	100.0
Medium Size Firms	133	93.7	7,479	92.0
Large Firms	33	86.8	19,530	87.0
All Size Firms	1,129	98.8	35,379	90.9
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Medium Size Firms	9	6.3	650	8.0
All Size Firms	9	0.8	650	1.7
YES, REFERRAL INFORMATION				
Medium Size Firms	1	0.7	229	2.8
Large Firms	5	13.2	2,913	13.0
All Size Firms	6	0.5	3,142	8.1
Subtotal of Small Firms	963	100.0	8,370	100.0
Subtotal of Medium Size Firms	142	100.0	8,126	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	1,143	100.0	38,936	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 75 firms, or 98.7% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firms sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 420: Childcare Assistance for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	495	100.0	1,104	100.0
Medium Size Firms	73	98.6	1,130	99.8
Large Firms	27	84.4	3,800	93.6
All Size Firms	595	99.0	6,034	95.8
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Medium Size Firms	1	1.4	2	0.2
All Size Firms	1	0.2	2	0.0
YES, REFERRAL INFORMATION				
Large Firms	5	15.6	258	6.4
All Size Firms	5	0.8	258	4.1
Subtotal of Small Firms	495	100.0	1,104	100.0
Subtotal of Medium Size Firms	74	100.0	1,132	100.0
Subtotal of Large Firms	32	100.0	4,060	100.0
Grand Total	601	100.0	6,296	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 45 firms, or 73.8% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	786	82.1	5,705	93.7
Medium Size Firms	110	79.7	2,423	76.7
Large Firms	23	57.5	3,417	27.5
All Size Firms	919	81.0	11,545	53.3
FLEX-TIME				
Small Firms	117	12.2	266	4.4
Medium Size Firms	23	16.7	227	7.2
Large Firms	17	42.5	8,998	72.5
All Size Firms	157	13.8	9,491	43.8
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	37	3.9	98	1.6
Medium Size Firms	11	8.0	605	19.2
Large Firms	13	32.5	8,140	65.6
All Size Firms	61	5.4	8,843	40.8
TELECOMMUTING (work at home)				
Small Firms	17	1.8	17	0.3
Large Firms	5	12.5	917	7.4
All Size Firms	22	1.9	934	4.3
Subtotal of Small Firms	957	100.0	6,086	100.0
Subtotal of Medium Size Firms	138	100.0	3,158	100.0
Subtotal of Large Firms	40	100.0	12,415	100.0
Grand Total	1,135	100.0	21,659	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 76 firms, or 95.0% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	745	80.5	5,706	72.6
Medium Size Firms	119	84.4	7,095	89.8
Large Firms	24	63.2	10,313	46.0
All Size Firms	888	80.4	23,114	60.5
FLEX-TIME				
Small Firms	144	15.6	1,145	14.6
Medium Size Firms	21	14.9	802	10.2
Large Firms	14	36.8	12,126	54.0
All Size Firms	179	16.2	14,073	36.8
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	37	4.0	1,005	12.8
Medium Size Firms	7	5.0	346	4.4
Large Firms	10	26.3	10,901	48.6
All Size Firms	54	4.9	12,252	32.1
TELECOMMUTING (work at home)				
Large Firms	5	13.2	4,281	19.1
All Size Firms	5	0.5	4,281	11.2
Subtotal of Small Firms	926	100.0	7,855	100.0
Subtotal of Medium Size Firms	141	100.0	7,897	100.0
Subtotal of Large Firms	38	100.0	22,440	100.0
Grand Total	1,105	100.0	38,192	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 430: Flexible Work Arrangements for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	327	69.1	620	58.8
Medium Size Firms	62	91.2	1,017	90.6
Large Firms	18	56.3	3,762	92.7
All Size Firms	407	71.0	5,399	86.6
FLEX-TIME				
Small Firms	128	27.1	417	39.5
Medium Size Firms	6	8.8	106	9.4
Large Firms	14	43.8	299	7.4
All Size Firms	148	25.8	822	13.2
FOUR DAY (ten hour/day) WORK WEEKS				
Medium Size Firms	1	1.5	43	3.8
Large Firms	6	18.8	46	1.1
All Size Firms	7	1.2	89	1.4
TELECOMMUTING (work at home)				
Small Firms	17	3.6	17	1.6
Large Firms	5	15.6	20	0.5
All Size Firms	22	3.8	37	0.6
Subtotal of Small Firms	473	100.0	1,055	100.0
Subtotal of Medium Size Firms	68	100.0	1,123	100.0
Subtotal of Large Firms	32	100.0	4,060	100.0
Grand Total	573	100.0	6,238	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 43 firms, or 70.5% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	715	96.2	4,688	88.4
Medium Size Firms	71	93.4	1,544	84.7
Large Firms	26	92.9	9,819	94.0
All Size Firms	812	95.9	16,051	91.3
SHIFT DIFFERENTIAL				
Medium Size Firms	10	13.2	671	36.8
Large Firms	9	32.1	7,832	75.0
All Size Firms	19	2.2	8,503	48.4
LONGEVITY PAY				
Small Firms	50	6.7	654	12.3
Medium Size Firms	5	6.6	26	1.4
Large Firms	6	21.4	726	7.0
All Size Firms	61	7.2	1,406	8.0
STOCK OPTIONS				
Medium Size Firms	6	7.9	435	23.9
Large Firms	15	53.6	6,148	58.9
All Size Firms	21	2.5	6,583	37.5
OTHER (please name)				
Medium Size Firms	14	18.4	444	24.4
Large Firms	4	14.3	4,295	41.1
All Size Firms	18	2.1	4,739	27.0
Subtotal of Small Firms	743	100.0	5,305	100.0
Subtotal of Medium Size Firms	76	100.0	1,823	100.0
Subtotal of Large Firms	28	100.0	10,446	100.0
Grand Total	847	100.0	17,574	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 52 firms, or 65.0% of the utilities firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	582	90.0	4,299	82.7
Medium Size Firms	70	85.4	3,750	81.0
Large Firms	22	84.6	13,815	80.8
All Size Firms	674	89.3	21,864	81.2
SHIFT DIFFERENTIAL				
Small Firms	65	10.0	899	17.3
Medium Size Firms	24	29.3	1,413	30.5
Large Firms	21	80.8	14,279	83.5
All Size Firms	110	14.6	16,591	61.6
LONGEVITY PAY				
Small Firms	23	3.6	224	4.3
Medium Size Firms	6	7.3	645	13.9
Large Firms	1	3.8	877	5.1
All Size Firms	30	4.0	1,746	6.5
STOCK OPTIONS				
Medium Size Firms	5	6.1	422	9.1
All Size Firms	5	0.7	422	1.6
OTHER (please name)				
Medium Size Firms	14	17.1	807	17.4
Large Firms	1	3.8	228	1.3
All Size Firms	15	2.0	1,035	3.8
Subtotal of Small Firms	647	100.0	5,198	100.0
Subtotal of Medium Size Firms	82	100.0	4,628	100.0
Subtotal of Large Firms	26	100.0	17,100	100.0
Grand Total	755	100.0	26,926	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 48 firms, or 63.2% of the utilities firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	255	100.0	504	100.0
Medium Size Firms	29	80.6	140	53.8
Large Firms	18	85.7	1,540	94.7
All Size Firms	302	96.8	2,184	91.3
SHIFT DIFFERENTIAL				
Medium Size Firms	17	47.2	185	71.2
Large Firms	14	66.7	634	39.0
All Size Firms	31	9.9	819	34.3
LONGEVITY PAY				
Medium Size Firms	5	13.9	11	4.2
Large Firms	1	4.8	36	2.2
All Size Firms	6	1.9	47	2.0
STOCK OPTIONS				
Medium Size Firms	5	13.9	18	6.9
All Size Firms	5	1.6	18	0.8
OTHER (please name)				
Large Firms	1	4.8	37	2.3
All Size Firms	1	0.3	37	1.5
Subtotal of Small Firms	255	100.0	504	100.0
Subtotal of Medium Size Firms	36	100.0	260	100.0
Subtotal of Large Firms	21	100.0	1,627	100.0
Grand Total	312	100.0	2,391	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 41.0% of the utilities firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

UTILITIES
All Employee Categories

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	724	56.5	8,112	47.1
Medium Size Firms	37	26.4	3,549	27.3
Large Firms	4	10.0	5,272	14.4
All Size Firms	765	52.4	16,933	25.3
16% to 20%				
Small Firms	188	14.7	3,693	21.4
Medium Size Firms	41	29.3	3,549	27.3
Large Firms	4	10.0	2,908	7.9
All Size Firms	233	15.9	10,150	15.2
21% to 25%				
Small Firms	190	14.8	2,090	12.1
Medium Size Firms	6	4.3	738	5.7
Large Firms	13	32.5	7,911	21.6
All Size Firms	209	14.3	10,739	16.0
26% to 30%				
Small Firms	135	10.5	2,683	15.6
Medium Size Firms	10	7.1	951	7.3
Large Firms	4	10.0	2,328	6.3
All Size Firms	149	10.2	5,962	8.9
MORE THAN 30%				
Small Firms	44	3.4	661	3.8
Medium Size Firms	46	32.9	4,210	32.4
Large Firms	15	37.5	18,256	49.8
All Size Firms	105	7.2	23,127	34.6
Subtotal of Small Firms	1,281	100.0	17,239	100.0
Subtotal of Medium Size Firms	140	100.0	12,997	100.0
Subtotal of Large Firms	40	100.0	36,675	100.0
Grand Total	1,461	100.0	66,911	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees that responded to this question. 87 firms, or 97.8% of the applicable utilities firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix A: Methodology



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SURVEY METHODOLOGY

Sample Design

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

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

Definitions

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

Mining

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

Construction

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

Manufacturing

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

Wholesale Trade

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

Retail Trade

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

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

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

Services

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

Public Administration

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

All Other Industries or Non-classifiable Firms

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

Survey Response Rates

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

TABLE 47A: Survey Response Rates by Geographical Area.

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

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

TABLE 47B: Survey Response Rates by Firm Size

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

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

TABLE 47C: Survey Response Rates by Industry.

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

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

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

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

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

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

TABLE 47E: Methods Used for Reponse.

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

Survey Questionnaire

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

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

Survey Reporting Notes

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

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix B: Other (written) Responses



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



WRITTEN RESPONSES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix C: Questionnaire



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



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

1. Please tell us your contact person: _____

Telephone: (____) _____ EMAIL _____

	Full- Time Salary	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"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Are holidays included with vacation, and sick leave in this combined paid leave time?			
a. No.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



OESC EMPLOYER BENEFITS SURVEY

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

6. Are other types of paid leave time (e. g., jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?

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

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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.....

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

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

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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.....

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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.....

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

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

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OESC EMPLOYER BENEFITS SURVEY

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

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

- a. No paid vacation offered (If no, skip to question #20).....
- 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

	Full- Time Hourly	Part- Time Hourly	All Employees
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VACATION (continued)

19. If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?
- a. 10 days or less.....
 - b. 11 to 30 days.....
 - c. 31 days or over.....
 - d. No maximum or limit.....

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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.....

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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.....

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OESC EMPLOYER BENEFITS SURVEY

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

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

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

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

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

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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%.....

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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)_____

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time Hourly	Part- Time Hourly	All Employees
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MEDICAL/HEALTH/DENTAL (continued)

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

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

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) _____

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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.....

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EDUCATIONAL BENEFITS

39. Do you provide any education or tuition assistance?
(Please check all **boxes** that apply)
- a. No assistance offered (If no, skip to question #41)
 - b. Yes, based on seniority/years of service.....
 - c. Yes, based on course grade.....
 - d. Yes, must be job related.....
 - e. Yes, as long as the institution is accredited.....
 - f. Yes, depending on employee's work performance.....

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40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?
- a. 1% to 25%.....
 - b. 26% to 50%.....
 - c. 51% to 75%.....
 - d. 76% to 99%.....
 - e. 100%.....

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OESC EMPLOYER BENEFITS SURVEY

	Full- Time	Part- Time	All
	Salary	Hourly	Hourly
			Employees

MISCELLANEOUS BENEFITS

41. Do you offer flexible spending accounts, or a cafeteria plan, to your employees? (Please check all that apply)
- a. No.....
 - b. Yes, for health expenses.....
 - c. Yes, for childcare expenses.....
 - d. Yes, other expenses (please name)_____

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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.....

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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).....

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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

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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
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