

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Wholesale Trade



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



OESC 2004 Benefits Survey

About this Publication:

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

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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.

WHOLESALE TRADE

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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%.

WHOLESALE TRADE

Salaried

TABLE 1Q: Number of Paid Holidays Offered for Oklahoma Salaried Wholesale Trade Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	229	12.6	1,253	11.5
All Size Firms	229	11.5	1,253	7.3
SIX HOLIDAYS				
Small Firms	263	14.4	1,449	13.3
Medium Size Firms	29	18.4	659	15.6
Large Firms	6	46.2	544	26.5
All Size Firms	298	14.9	2,652	15.5
SEVEN HOLIDAYS				
Small Firms	433	23.7	1,977	18.2
Medium Size Firms	15	9.5	285	6.8
Large Firms	2	15.4	175	8.5
All Size Firms	450	22.6	2,437	14.2
EIGHT HOLIDAYS				
Small Firms	418	22.9	2,716	25.0
Medium Size Firms	22	13.9	506	12.0
Large Firms	3	23.1	160	7.8
All Size Firms	443		3,382	19.7
NINE HOLIDAYS				
Small Firms	193	10.6	1,034	9.5
Medium Size Firms	54	34.2	1,997	47.3
All Size Firms	247	12.4	3,031	17.7
TEN HOLIDAYS				
Small Firms	81	4.4	1,729	15.9
Medium Sized Firms	34	21.5	758	18.0
Large Firms	1	7.7	1,084	52.7
All Size Firms	116	5.8	3,571	20.8
ELEVEN HOLIDAYS				
Small Firms	30	1.6	141	1.3
Large Firms	1	7.7	93	4.5
All Size Firms	31	1.6	234	1.4
TWELVE or MORE HOLIDAYS				
Small Firms	177	9.7	563	5.2
Medium Size Firms	4	2.5	13	0.3
All Size Firms	181	9.1		0.0
Subtotal of Small Firms	1,824	100.0	10,862	100.0
Subtotal of Medium Size Firms	158	100.0	4,218	100.0
Subtotal of Large Firms	13	100.0	2,056	100.0
Grand Total	1,995	100.0	17,136	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and offer one or more paid holidays. 112 wholesale trade firms, or 92.6% of the wholesale trade firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	229	13.5	2,114	15.3
Medium Size Firms	4	2.5	33	0.4
All Size Firms	233	12.5	2,147	7.3
SIX HOLIDAYS				
Small Firms	190	11.2	1,442	10.5
Medium Size Firms	29	18.4	1,966	21.4
Large Firms	8	61.5	3,106	47.2
All Size Firms	227	12.2	6,514	22.0
SEVEN HOLIDAYS				
Small Firms	487	28.8	4,004	29.1
Medium Size Firms	15	9.5	1,099	11.9
Large Firms	2	15.4	1,641	24.9
All Size Firms	504	27.0	6,744	22.8
EIGHT HOLIDAYS				
Small Firms	392	23.2	2,674	19.4
Medium Size Firms	22		1,501	16.3
Large Firms	1	7.7	224	3.4
All Size Firms	415	22.3	4,399	14.9
NINE HOLIDAYS				
Small Firms	179	10.6	1,308	9.5
Medium Size Firms	51	32.3	2,507	27.2
All Size Firms	230	12.3	3,815	12.9
TEN HOLIDAYS				
Small Firms	141	8.3	1,311	9.5
Medium Sized Firms	34	21.5	1,907	20.7
Large Firms	1	7.7	950	14.4
All Size Firms	176	9.4	4,168	14.1
ELEVEN HOLIDAYS				
Medium Size Firms	3	1.9	188	2.0
Large Firms	1	7.7	664	10.1
All Size Firms	4	0.2	852	2.9
TWELVE or MORE HOLIDAYS				
Small Firms	75	4.4	924	6.7
All Size Firms	75	4.0	924	3.1
Subtotal of Small Firms	1,693	100.0	13,777	100.0
Subtotal of Medium Size Firms	158	100.0	9,201	100.0
Subtotal of Large Firms	13	100.0	6,585	100.0
Grand Total	1,864	100.0	29,563	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and offer one or more paid holidays. 111 wholesale trade firms, or 94.1% of the wholesale trade firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	44	8.2	409	30.2
Medium Size Firms	4	9.3	3	3.5
All Size Firms	48	8.2	412	19.9
SIX HOLIDAYS				
Small Firms	45	8.3	133	9.8
Medium Size Firms	12	27.9	35	40.7
Large Firms	1	25.0	323	51.4
All Size Firms	58	9.9	491	23.7
SEVEN HOLIDAYS				
Small Firms	128	23.7	288	21.3
Large Firms	1	25.0	250	39.7
All Size Firms	129	22.0	538	26.0
EIGHT HOLIDAYS				
Small Firms	143	24.4	222	16.4
Large Firms	1	25.0	9	1.4
All Size Firms	144		231	11.2
NINE HOLIDAYS				
Small Firms	89	16.5	218	16.1
Medium Size Firms	27	62.8	48	55.8
All Size Firms	116	19.8	266	12.9
TEN HOLIDAYS				
Small Firms	60	11.1	56	4.1
Large Firms	1	25.0	47	7.5
All Size Firms	61	10.4	103	5.0
TWELVE or MORE HOLIDAYS				
Small Firms	30	5.6	28	2.1
All Size Firms	30	5.1	28	1.4
Subtotal of Small Firms	539	100.0	1,354	100.0
Subtotal of Medium Size Firms	43	100.0	86	100.0
Subtotal of Large Firms	4	100.0	629	100.0
Grand Total	586	100.0	2,069	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and offer one or more paid holidays. 34 wholesale trade firms, or 46.0% of the wholesale trade firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Salaried

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,772	97.1	10,682	98.3
Medium Size Firms	157	99.4	4,217	100.0
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,942	97.3	16,955	98.9
MARTIN LUTHER KING DAY				
Small Firms	162	8.9	383	3.5
Medium Size Firms	15	9.5	222	5.3
Large Firms	1	7.7	93	4.5
All Size Firms	178	8.9	698	4.1
PRESIDENT'S DAY				
Small Firms	199	10.9	909	8.4
Medium Size Firms	11	7.0	172	4.1
All Size Firms	210	10.5	1,081	6.3
GOOD FRIDAY				
Small Firms	377	20.7	3,214	29.6
Medium Size Firms	38	24.1	1,073	25.4
Large Firms	1	7.7	93	4.5
All Size Firms	416	20.9	4,380	25.6
MEMORIAL DAY				
Small Firms	1,647	90.3	9,837	90.6
Medium Size Firms	157	99.4	4,217	100.0
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,817	91.1	16,110	94.0
INDEPENDENCE DAY				
Small Firms	1,602	87.8	9,398	86.5
Medium Sized Firms	154	97.5	4,167	98.8
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,769	88.7	15,621	91.2
LABOR DAY				
Small Firms	1,595	87.4	9,789	90.1
Medium Size Firms	157	99.4	4,217	100.0
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,765	88.5	16,062	93.7
COLUMBUS DAY				
Small Firms	162	1,595	383	3.5
All Size Firms	162	8.1	383	2.2
ELECTION DAY				
Small Firms	162	1,595	383	3.5
All Size Firms	162	8.1	383	2.2

TABLE 2P: Holidays, Wholesale Trade, Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	221	12.1	623	5.7
Medium Size Firms	4	2.5	13	0.3
All Size Firms	225	11.3	636	3.7
THANKSGIVING DAY				
Small Firms	1,823	99.9	10,862	100.0
Medium Size Firms	157	99.4	4,217	100.0
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,993	99.9	17,135	100.0
DAY AFTER THANKSGIVING				
Small Firms	907	49.7	5,958	54.9
Medium Size Firms	97	61.4	3,005	71.2
Large Firms	5	38.5	1,337	65.0
All Size Firms	1,009	50.6	10,300	60.1
CHRISTMAS EVE DAY				
Small Firms	565	31.0	3,914	36.0
Medium Size Firms	86	54.4	2,091	49.6
Large Firms	4	30.8	1,251	60.8
All Size Firms	655	32.8	7,256	42.3
CHRISTMAS DAY				
Small Firms	1,808	99.1	10,732	98.8
Medium Size Firms	153	96.8	4,170	98.9
Large Firms	13	100.0	2,056	100.0
All Size Firms	1,974	98.9	16,958	99.0
NEW YEAR'S EVE DAY				
Small Firms	723	39.6	4,107	37.8
Medium Size Firms	58	36.7	1,450	34.4
Large Firms	1	7.7	93	4.5
All Size Firms	782	39.2	5,650	33.0
BIRTHDAY				
Small Firms	103	5.6	778	7.2
Medium Size Firms	15	9.5	354	8.4
Large Firms	1	7.7	86	4.2
All Size Firms	119	6.0	1,218	7.1
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	251	13.8	1,837	16.9
Medium Size Firms	49	31.0	1,514	35.9
Large Firms	3	23.1	1,259	61.2
All Size Firms	303	15.2	4,610	26.9
OTHER (please name)				
Small Firms	110	6.0	1,182	10.9
Medium Size Firms	15	9.5	601	14.2
Large Firms	1	7.7	1,084	52.7
All Size Firms	126	6.3	2,867	16.7
Offering Holiday(s) Totals				
Subtotal of Small Firms	1,824	100.0	10,862	100.0
Subtotal of Medium Size Firms	158	100.0	4,218	100.0
Subtotal of Large Firms	13	100.0	2,056	100.0
Grand Total	1,995	100.0	17,136	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 112 wholesale trade firms, or 92.6% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,594	94.2	12,889	93.6
Medium Size Firms	156	98.7	9,201	100.0
Large Firms	13	100.0	6,586	100.0
All Size Firms	1,763	94.6	28,676	97.0
MARTIN LUTHER KING DAY				
Small Firms	60	3.5	875	6.4
Medium Size Firms	10	6.3	444	4.8
Large Firms	1	7.7	664	10.1
All Size Firms	71	3.8	1,983	6.7
PRESIDENT'S DAY				
Small Firms	96	5.7	941	6.8
Medium Size Firms	7	4.4	256	2.8
All Size Firms	103	5.5	1,197	4.0
GOOD FRIDAY				
Small Firms	304	18.0	2,423	17.6
Medium Size Firms	31	19.6	1,679	18.2
Large Firms	1	7.7	664	10.1
All Size Firms	336	18.0	4,766	16.1
MEMORIAL DAY				
Small Firms	1,469	86.8	11,864	86.1
Medium Size Firms	152	96.2	9,169	99.7
Large Firms	13	100.0	6,586	100.0
All Size Firms	1,634	87.7	27,619	93.4
INDEPENDENCE DAY				
Small Firms	1,469	86.8	11,121	80.7
Medium Sized Firms	152	96.2	9,169	99.7
Large Firms	13	100.0	6,586	100.0
All Size Firms	1,634	87.7	26,876	90.9
LABOR DAY				
Small Firms	1,462	86.4	11,696	84.9
Medium Size Firms	152	96.2	9,169	99.7
Large Firms	13	100.0	6,586	100.0
All Size Firms	1,627	87.3	27,451	92.9
COLUMBUS DAY				
Small Firms	60	3.5	875	6.4
All Size Firms	60	3.2	875	3.0
ELECTION DAY				
Small Firms	60	3.5	875	6.4
All Size Firms	60	3.2	875	3.0

TABLE 2Q: Holidays, Wholesale Trade, Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	119	7.0	1,452	10.5
Medium Size Firms	9	5.7	906	9.8
All Size Firms	128	6.9	2,358	8.0
THANKSGIVING DAY				
Small Firms	1,646	97.2	13,069	94.9
Medium Size Firms	156	98.7	9,202	100.0
Large Firms	13	100.0	6,586	100.0
All Size Firms	1,815	97.4	28,857	97.6
DAY AFTER THANKSGIVING				
Small Firms	906	53.5	6,398	46.4
Medium Size Firms	100	63.3	5,494	59.7
Large Firms	4	30.8	1,838	27.9
All Size Firms	1,010	54.2	13,730	46.4
CHRISTMAS EVE DAY				
Small Firms	512	30.2	4,270	31.0
Medium Size Firms	78	49.4	3,976	43.2
Large Firms	2	15.4	1,614	24.5
All Size Firms	592	31.8	9,860	33.4
CHRISTMAS DAY				
Small Firms	1,660	98.1	13,533	98.2
Medium Size Firms	152	96.2	8,948	97.3
Large Firms	14	107.7	6,586	100.0
All Size Firms	1,826	98.0	29,067	98.3
NEW YEAR'S EVE DAY				
Small Firms	692	40.9	6,388	46.4
Medium Size Firms	51	32.3	2,504	27.2
Large Firms	1	7.7	664	10.1
All Size Firms	744	39.9	9,556	32.3
BIRTHDAY				
Small Firms	45	2.7	246	1.8
Medium Size Firms	15	9.5	591	6.4
Large Firms	1	7.7	224	3.4
All Size Firms	61	3.3	1,061	3.6
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	237	14.0	2,369	17.2
Medium Size Firms	49	31.0	3,532	38.4
Large Firms	3	23.1	2,591	39.3
All Size Firms	289	15.5	8,492	28.7
OTHER (please name)				
Small Firms	66	3.9	147	1.1
Medium Size Firms	15	9.5	1,066	11.6
Large Firms	1	7.7	950	14.4
All Size Firms	82	4.4	2,163	7.3
Offering Holiday's) Totals				
Subtotal of Small Firms	1,693	100.0	13,777	100.0
Subtotal of Medium Size Firms	158	100.0	9,201	100.0
Subtotal of Large Firms	13	100.0	6,585	100.0
Grand Total	1,864	100.0	29,563	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 wholesale trade firms, or 94.1% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	494	91.7	946	69.9
Medium Size Firms	42	97.7	86	100.0
Large Firms	5	100.0	629	100.0
All Size Firms	541	92.2	1,661	80.3
MARTIN LUTHER KING DAY				
Small Firms	30	5.6	28	2.1
Medium Size Firms	7	16.3	18	20.9
All Size Firms	37	6.3	46	2.2
PRESIDENT'S DAY				
Small Firms	30	5.6	28	2.1
Medium Size Firms	7	16.3	18	20.9
All Size Firms	37	6.3	46	2.2
GOOD FRIDAY				
Small Firms	156	28.9	166	12.3
Medium Size Firms	7	16.3	13	15.1
All Size Firms	163	27.8	179	8.7
MEMORIAL DAY				
Small Firms	494	91.7	946	69.9
Medium Size Firms	38	88.4	82	95.3
Large Firms	5	100.0	629	100.0
All Size Firms	537	91.5	1,657	80.1
INDEPENDENCE DAY				
Small Firms	479	88.9	865	63.9
Medium Sized Firms	38	88.4	82	95.3
Large Firms	5	100.0	629	100.0
All Size Firms	522	88.9	1,576	76.2
LABOR DAY				
Small Firms	494	91.7	946	69.9
Medium Size Firms	38	88.4	82	95.3
Large Firms	5	100.0	629	100.0
All Size Firms	537	91.5	1,657	80.1
COLUMBUS DAY				
Small Firms	30	5.6	28	2.1
All Size Firms	30	5.1	28	1.4
ELECTION DAY				
Small Firms	30	5.6	28	2.1
All Size Firms	30	5.1	28	1.4

TABLE 2R: Holidays, Wholesale Trade, Part-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	30	5.6	28	2.1
All Size Firms	30	5.1	28	1.4
THANKSGIVING DAY				
Small Firms	494	91.7	946	69.9
Medium Size Firms	42	97.7	86	100.0
Large Firms	5	100.0	629	100.0
All Size Firms	541	92.2	1,661	80.3
DAY AFTER THANKSGIVING				
Small Firms	306	56.8	525	38.8
Medium Size Firms	23	53.5	39	45.3
Large Firms	3	60.0	56	8.9
All Size Firms	332	56.6	620	30.0
CHRISTMAS EVE DAY				
Small Firms	255	47.3	529	39.1
Medium Size Firms	14	32.6	25	29.1
Large Firms	1	20.0	47	7.5
All Size Firms	270	46.0	601	29.0
CHRISTMAS DAY				
Small Firms	523	97.0	1,339	98.9
Medium Size Firms	38	88.4	81	94.2
Large Firms	5	100.0	629	100.0
All Size Firms	566	96.4	2,049	99.0
NEW YEAR'S EVE DAY				
Small Firms	247	45.8	388	28.7
Medium Size Firms	6	14.0	12	14.0
All Size Firms	253	43.1	400	19.3
BIRTHDAY				
Small Firms	30	5.6	28	214
Large Firms	1	20.0	9	1.4
All Size Firms	31	5.3	37	1.8
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	104	19.3	214	15.8
Medium Size Firms	14	32.6	18	20.9
Large Firms	2	40.0	297	47.2
All Size Firms	120	20.4	529	25.6
OTHER (please name)				
Medium Size Firms	7	16.3	9	10.5
Large Firms	1	20.0	47	7.5
All Size Firms	8	1.4	56	2.7
Offering Holiday(s) Totals				
Subtotal of Small Firms	539	100.0	1,354	100.0
Subtotal of Medium Size Firms	43	100.0	86	100.0
Subtotal of Large Firms	4	80.0	629	100.0
Grand Total	587	100.0	2,069	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 34 wholesale trade firms, or 46.0% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	705	44.1	4,848	35.7
Medium Size Firms	70	44.3	3,953	46.4
Large Firms	1	8.3	397	6.2
All Size Firms	776	43.9	9,198	32.3
TIME AND ONE-HALF				
Small Firms	464	29.0	5,209	38.4
Medium Size Firms	25	15.8	1,063	12.5
Large Firms	8	66.7	3,919	61.6
All Size Firms	497	28.1	10,191	35.8
DOUBLE TIME				
Small Firms	222	13.9	2,021	14.9
Medium Size Firms	47	29.7	2,655	31.2
Large Firms	2	16.7	1,614	25.4
All Size Firms	271	15.3	6,290	22.1
OTHER (please describe)				
Small Firms	208	13.0	1,484	10.9
Medium Size Firms	16	10.1	852	10.0
Large Firms	1	8.3	431	6.8
All Size Firms	225	12.7	2,767	9.7
Subtotal of Small Firms	1,599	100.0	13,562	100.0
Subtotal of Medium Size Firms	158	100.0	8,523	100.0
Subtotal of Large Firms	12	100.0	6,361	100.0
Grand Total	1,769	100.0	28,446	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 103 firms, or 87.3% of the wholesale trade firms with full-time hourly employees reported holiday pay.

WHOLESALE TRADE

Part-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	352	62.1	1,105	59.2
Medium Size Firms	16	29.6	270	73.8
All Size Firms	368	58.8	1,375	47.3
TIME AND ONE-HALF				
Small Firms	111	19.6	604	32.3
Medium Size Firms	15	27.8	39	10.7
Large Firms	3	60.0	577	86.0
All Size Firms	129	20.6	1,220	42.0
DOUBLE TIME				
Small Firms	30	5.3	49	2.6
Medium Size Firms	17	31.5	45	12.3
Large Firms	1	20.0	47	7.0
All Size Firms	48	7.7	141	4.9
OTHER (please describe)				
Small Firms	74	13.1	110	5.9
Medium Size Firms	6	11.1	12	3.3
Large Firms	1	20.0	47	7.0
All Size Firms	81	12.9	169	5.8
Subtotal of Small Firms	567	100.0	1,868	100.0
Subtotal of Medium Size Firms	54	100.0	366	100.0
Subtotal of Large Firms	5	100.0	671	100.0
Grand Total	626	100.0	2,905	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 52.7% of the wholesale trade firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,522	77.3	9,378	80.4
	Salaried Medium Size Firms	129	76.3	2,930	68.9
	Salaried Large Firms	11	84.6	926	45.0
	Salaried All Size Firms	1,662	77.2	13,234	73.6
	Yes				
	Salaried Small Firms	448	22.7	2,281	19.6
	Salaried Medium Size Firms	40	23.7	1,324	31.1
	Salaried Large Firms	2	15.4	1,130	55.0
	Salaried All Size Firms	490	22.8	4,735	26.4
	Subtotal of Salaried Small Firms	1,970	100.0	11,659	100.0
	Subtotal of Salaried Medium Size Firms	169	100.0	4,254	100.0
	Subtotal of Salaried Large Firms	13	100.0	2,056	100.0
	Salaried Grand Total	2,152	100.0	17,969	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	1,272	73.7	7,276	78.0
	Full-time Hourly Medium Size Firms	124	77.5	2,917	68.8
	Full-time Hourly Large Firms	11	78.6	926	45.0
	Full-time Hourly All Size Firms	1,407	74.0	11,119	71.2
	Yes				
	Full-time Hourly Small Firms	455	26.3	2,052	22.0
	Full-time Hourly Medium Size Firms	36	22.5	1,324	31.2
	Full-time Hourly Large Firms	3	21.4	1,130	55.0
	Full-time Hourly All Size Firms	494	26.0	4,506	28.8
	Subtotal of Full-time Hourly Small Firms	1,727	100.0	9,328	100.0
	Subtotal of Full-time Hourly Medium Size Firms	160	100.0	4,241	100.0
	Subtotal of Full-time Hourly Large Firms	14	100.0	2,056	100.0
	Full-time Hourly Grand Total	1,901	100.0	15,625	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	758	84.3	3,109	87.9
	Part-time Hourly Medium Size Firms	51	71.8	494	89.8
	Part-time Hourly Large Firms	4	66.7	582	91.9
	Part-time Hourly All Size Firms	813	83.3	4,185	88.6
	Yes				
	Part-time Hourly Small Firms	141	15.7	429	12.1
	Part-time Hourly Medium Size Firms	20	28.2	56	10.2
	Part-time Hourly Large Firms	2	33.3	51	8.1
	Part-time Hourly All Size Firms	163	16.7	536	11.4
	Subtotal of Part-time Hourly Small Firms	899	100.0	3,538	100.0
	Subtotal of Part-time Hourly Medium Size Firms	71	100.0	550	100.0
	Subtotal of Part-time Hourly Large Firms	6	100.0	633	100.0
	Part-time Hourly Grand Total	976	100.0	4,721	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes wholesale trade firms that have one or more employees that responded to this question. 131 wholesale trade firms, or 98.5% of the wholesale trade firms with employees responded to this question.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	324	66.5	4,072	87.4
	Yes				
	Salaried All Size Firms	163	33.5	587	12.6
	Salaried Grand Total	487	100.0	4,659	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	404	82.3	6,951	93.8
	Yes				
	Full-time Hourly All Size Firms	87	17.7	461	6.2
	Full-time Hourly Grand Total	491	100.0	7,412	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	164	100.0	537	100.0
	Yes				
	Part-time Hourly All Size Firms	0	0.0	0	0.0
	Part-time Hourly Grand Total	164	100.0	537	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	287	62.5	3,929	84.1
	Yes				
	Salaried All Size Firms	172	37.5	742	15.9
	Salaried Grand Total	459	100.0	4,671	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	338	68.4	6,015	79.0
	Yes				
	Full-time Hourly All Size Firms	156	31.6	1,601	21.0
	Full-time Hourly Grand Total	494	100.0	7,616	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	128	78.0	496	92.5
	Yes				
	Part-time Hourly All Size Firms	36	22.0	40	7.5
	Part-time Hourly Grand Total	164	100.0	536	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms	208	42.4	1,532	32.4
	6 to 10 DAYS				
	Salaried All Size Firms	196	39.9	2,484	52.5
	11 to 15 DAYS				
	Salaried All Size Firms	54	11.0	622	13.1
	16 to 29 DAYS				
	Salaried All Size Firms	33	6.7	96	2.0
	Salaried Grand Total	491	100.0	4,734	100.0
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms	237	48.0	2,591	34.0
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	83	16.8	2,408	31.6
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	129	26.1	2,005	26.3
	16 to 29 DAYS				
	Full-time Hourly All Size Firms	45	9.1	612	8.0
	Full-time Hourly Grand Total	494	100.0	7,616	100.0
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms	77	47.0	108	20.1
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	38	23.2	376	70.0
	11 to 15 DAYS				
	Part-time Hourly All Size Firms	19	11.6	25	4.7
	16 to 29 DAYS				
	Part-time Hourly All Size Firms	30	18.3	28	5.2
	Part-time Hourly Grand Total	164	100.0	537	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms	237	48.4	1,545	32.6
	15 to 24 DAYS				
	Salaried All Size Firms	172	35.1	1,205	25.4
	25 to 34 DAYS				
	Salaried All Size Firms	76	15.5	797	16.8
	35 or MORE DAYS				
Salaried All Size Firms	5	1.0	1,188	25.1	
	Salaried Grand Total	490	100.0	4,735	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms	235	50.6	1,855	26.0
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	211	45.5	3,316	46.4
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	13	2.8	873	12.2
	35 or MORE DAYS				
Full-time Hourly All Size Firms	5	1.1	1,101	15.4	
	Full-time Hourly Grand Total	464	100.0	7,145	100.0
PART-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms	48	29.4	58	10.8
	15 to 24 DAYS				
	Part-time Hourly All Size Firms	107	65.6	418	78.0
	25 to 34 DAYS				
	Part-time Hourly All Size Firms	7	4.3	13	2.4
	35 or MORE DAYS				
Part-time Hourly All Size Firms	1	0.6	47	8.8	
	Part-time Hourly Grand Total	163	100.0	536	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	125	28.0	1,184	25.1
	Yes				
	Salaried All Size Firms	321	72.0	3,524	74.9
	Salaried Grand Total	446	100.0	4,708	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	157	32.8	1,020	13.6
	Yes				
	Full-time Hourly All Size Firms	322	67.2	6,482	86.4
	Full-time Hourly Grand Total	479	100.0	7,502	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	0	0.0	0	0.0
	Yes				
	Part-time Hourly All Size Firms	164	100.0	537	100.0
	Part-time Hourly Grand Total	164	100.0	537	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	316	64.5	2,035	43.0
	Yes				
	Salaried All Size Firms	174	35.5	2,699	57.0
	Salaried Grand Total	490	100.0	4,734	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	316	70.2	3,563	49.5
	Yes				
	Full-time Hourly All Size Firms	134	29.8	3,629	50.5
	Full-time Hourly Grand Total	450	100.0	7,192	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	85	51.8	102	19.0
	Yes				
	Part-time Hourly All Size Firms	79	48.2	435	81.0
	Part-time Hourly Grand Total	164	100.0	537	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms	27	15.4	1,449	53.7
	11 to 20 DAYS				
	Salaried All Size Firms	55	31.4	481	17.8
	21 OR MORE DAYS				
	Salaried All Size Firms	48	27.4	648	24.0
	NO MAXIMUM OR LIMIT				
	Salaried All Size Firms	45	25.7	122	4.5
	Salaried Grand Total	175	100.0	2,700	100.0
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms	23	19.3	1,567	47.9
	11 to 20 DAYS				
	Full-time Hourly All Size Firms	55	46.2	814	24.9
	21 OR MORE DAYS				
	Full-time Hourly All Size Firms	11	9.2	636	19.4
	NO MAXIMUM OR LIMIT				
Full-time Hourly All Size Firms	30	25.2	254	7.8	
	Full-time Hourly Grand Total	119	100.0	3,271	100.0
PART-TIME HOURLY	10 DAYS or LESS				
	Part-time Hourly All Size Firms	5	6.3	65	14.9
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms	44	55.7	342	78.6
	NO MAXIMUM OR LIMIT				
	Part-time Hourly All Size Firms	30	38.0	28	6.4
	Part-time Hourly Grand Total	79	100.0	435	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 16 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no responses and size categories are omitted from table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	312	68.4	3,852	83.8
	Yes				
	Salaried All Size Firms	144	31.6	743	16.2
	Salaried Grand Total	456	100.0	4,595	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	285	61.7	5,173	68.2
	Yes				
	Full-time Hourly All Size Firms	177	38.3	2,411	31.8
	Full-time Hourly Grand Total	462	100.0	7,584	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	94	57.7	455	84.7
	Yes				
	Part-time Hourly All Size Firms	69	42.3	82	15.3
	Part-time Hourly Grand Total	163	100.0	537	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	162	11.1	493	5.4
All Size Firms	162	10.2	493	4.0
LESS THAN 1 MONTH				
Medium Size Firms	6	4.8	120	4.2
All Size Firms	6	0.4	120	1.0
3 to 6 MONTHS				
Small Firms	207	14.2	3,163	34.7
Medium Size Firms	16	12.7	420	14.6
All Size Firms	223	14.0	3,583	28.9
7 to 11 MONTHS				
Small Firms	81	5.6	552	6.1
Medium Size Firms	23	18.3	594	20.7
All Size Firms	104	6.5	1,146	9.3
12 MONTHS or MORE				
Small Firms	1,006	69.1	4,897	53.8
Medium Size Firms	81	64.3	1,742	60.6
Large Firms	6	100.0	397	100.0
All Size Firms	1,093	68.8	7,036	56.8
Subtotal of Small Firms	1,456	100.0	9,105	100.0
Subtotal of Medium Size Firms	126	100.0	2,876	100.0
Subtotal of Large Firms	6	100.0	397	100.0
Grand Total	1,588	100.0	12,378	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 86 wholesale trade firms, or 95.6% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	30	2.5	113	1.3
All Size Firms	30	2.3	113	0.6
LESS THAN 1 MONTH				
Medium Size Firms	3	2.5	108	1.5
All Size Firms	3	0.2	108	0.5
3 to 6 MONTHS				
Small Firms	192	16.1	1,117	13.2
Medium Size Firms	16	13.2	879	12.4
All Size Firms	208	15.7	1,996	10.0
7 to 11 MONTHS				
Medium Size Firms	23	19.0	1,133	16.0
All Size Firms	23	1.7	1,133	5.7
12 MONTHS or MORE				
Small Firms	969	81.4	7,237	85.5
Medium Size Firms	79	65.3	4,961	70.1
Large Firms	9	100.0	4,430	100.0
All Size Firms	1,057	80.0	16,628	83.2
Subtotal of Small Firms	1,191	100.0	8,467	100.0
Subtotal of Medium Size Firms	121	100.0	7,081	100.0
Subtotal of Large Firms	9	100.0	4,430	100.0
Grand Total	1,321	100.0	19,978	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 79 wholesale trade firms, or 94.0% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	133	27.9	1,002	41.8
Medium Size Firms	6	28.6	197	94.3
All Size Firms	139	27.9	1,199	37.7
3 to 6 MONTHS				
Small Firms	30	6.3	28	1.2
All Size Firms	30	6.0	28	0.9
12 MONTHS or MORE				
Small Firms	313	65.8	1,369	57.1
Medium Size Firms	15	71.4	12	5.7
Large Firms	2	100.0	573	100.0
All Size Firms	330	66.1	1,954	61.4
Subtotal of Small Firms	476	100.0	2,399	100.0
Subtotal of Medium Size Firms	21	100.0	209	100.0
Subtotal of Large Firms	2	100.0	573	100.0
Grand Total	499	100.0	3,181	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 25 wholesale trade firms, or 56.8% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	88	6.8	262	3.1
Medium Size Firms	6	4.8	164	5.7
All Size Firms	94	6.6	426	3.6
11 MONTHS or LESS				
Medium Size Firms	13	10.3	305	10.6
All Size Firms	13	0.9	305	2.6
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	536	41.5	4,839	56.6
Medium Size Firms	61	48.4	1,560	54.2
Large Firms	1	20.0	86	21.7
All Size Firms	598	42.0	6,485	54.8
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	477	36.9	2,445	28.6
Medium Size Firms	22	17.5	533	18.5
Large Firms	3	60.0	217	54.8
All Size Firms	502	35.3	3,195	27.0
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	74	5.7	486	5.7
Medium Size Firms	11	8.7	142	4.9
Large Firms	1	20.0	93	23.5
All Size Firms	86	6.0	721	6.1
4 or MORE YEARS				
Small Firms	118	9.1	524	6.1
Medium Size Firms	13	10.3	173	6.0
All Size Firms	131	9.2	697	5.9
Subtotal of Small Firms	1,293	100.0	8,556	100.0
Subtotal of Medium Size Firms	126	100.0	2,877	100.0
Subtotal of Large Firms	5	100.0	396	100.0
Grand Total	1,424	100.0	11,829	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 81 wholesale trade firms, or 98.8% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	88	7.6	344	4.1
Medium Size Firms	6	4.8	176	2.4
All Size Firms	94	7.3	520	2.6
11 MONTHS or LESS				
Medium Size Firms	13	10.5	470	6.5
All Size Firms	13	1.0	470	2.3
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	425	36.6	2,855	34.4
Medium Size Firms	55	44.4	2,971	40.9
Large Firms	1	10.0	224	100.0
All Size Firms	481	37.2	6,050	29.9
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	492	42.4	4,258	51.3
Medium Size Firms	24	19.4	1,964	27.0
Large Firms	8	80.0	3,765	100.0
All Size Firms	524	40.5	9,987	49.4
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	74	6.4	399	4.8
Medium Size Firms	13	10.5	468	6.4
Large Firms	1	10.0	664	100.0
All Size Firms	88	6.8	1,531	7.6
4 or MORE YEARS				
Small Firms	81	7.0	442	5.3
Medium Size Firms	13	10.5	1,212	16.7
All Size Firms	94	7.3	1,654	8.2
Subtotal of Small Firms	1,160	100.0	8,298	100.0
Subtotal of Medium Size Firms	124	100.0	7,261	100.0
Subtotal of Large Firms	10	100.0	4,653	100.0
Grand Total	1,294	100.0	20,212	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 77 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	118	34.5	704	46.0
Medium Size Firms	6	28.6	197	94.7
All Size Firms	124	33.9	901	38.8
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	59	17.3	77	5.0
Medium Size Firms	4	19.0	4	1.9
Large Firms	1	33.3	9	1.5
All Size Firms	64	17.5	90	3.9
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	120	35.1	650	42.4
Medium Size Firms	7	33.3	4	1.9
Large Firms	2	66.7	573	98.5
All Size Firms	129	35.2	1,227	52.8
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	30	8.8	85	5.5
Medium Size Firms	4	19.0	3	1.4
All Size Firms	34	9.3	88	3.8
4 or MORE YEARS				
Small Firms	15	4.4	16	1.0
All Size Firms	15	4.1	16	0.7
Subtotal of Small Firms	342	100.0	1,532	100.0
Subtotal of Medium Size Firms	21	100.0	208	100.0
Subtotal of Large Firms	3	100.0	582	100.0
Grand Total	366	100.0	2,322	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 17 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	728	56.3	3,772	44.1
Medium Size Firms	24	19.4	364	13.0
All Size Firms	752	52.8	4,136	35.2
3 YEARS or LESS				
Small Firms	52	4.0	574	6.7
All Size Firms	52	3.7	574	4.9
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	259	20.0	1,623	19.0
Medium Size Firms	66	53.2	1,900	67.6
Large Firms	5	83.3	304	76.6
All Size Firms	330	23.2	3,827	32.5
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	174	13.4	2,063	24.1
Medium Size Firms	28	22.6	514	18.3
Large Firms	1	16.7	93	23.4
All Size Firms	203	14.3	2,670	22.7
12 or MORE YEARS				
Small Firms	81	6.3	524	6.1
Medium Size Firms	6	4.8	32	1.1
All Size Firms	87	6.1	556	4.7
Subtotal of Small Firms	1,294	100.0	8,556	100.0
Subtotal of Medium Size Firms	124	100.0	2,810	100.0
Subtotal of Large Firms	6	100.0	397	100.0
Grand Total	1,424	100.0	11,763	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 80 wholesale trade firms, or 97.6% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	674	58.0	4,605	55.5
Medium Size Firms	20	16.7	1,156	16.0
All Size Firms	694	53.7	5,761	28.5
3 YEARS or LESS				
Small Firms	37	3.2	66	0.8
All Size Firms	37	2.9	66	0.3
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	202	17.4	1,399	16.9
Medium Size Firms	53	44.2	3,562	49.3
Large Firms	10	90.9	3,990	85.7
All Size Firms	265	20.5	8,951	44.4
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	219	18.8	2,098	25.3
Medium Size Firms	41	34.2	2,096	29.0
Large Firms	1	9.1	664	14.3
All Size Firms	261	20.2	4,858	24.1
12 or MORE YEARS				
Small Firms	30	2.6	130	1.6
Medium Size Firms	6	5.0	414	5.7
All Size Firms	36	2.8	544	2.7
Subtotal of Small Firms	1,162	100.0	8,298	100.0
Subtotal of Medium Size Firms	120	100.0	7,228	100.0
Subtotal of Large Firms	11	100.0	4,654	100.0
Grand Total	1,293	100.0	20,180	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 76 wholesale trade firms, or 97.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	438	88.0	1,741	92.9
Medium Size Firms	10	47.6	204	95.8
All Size Firms	448	85.7	1,945	72.8
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	30	6.0	85	4.5
Medium Size Firms	11	52.4	9	4.2
Large Firms	4	100.0	582	100.0
All Size Firms	45	8.6	676	25.3
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	15	3.0	33	1.8
All Size Firms	15	2.9	33	1.2
12 or MORE YEARS				
Small Firms	15	3.0	16	0.9
All Size Firms	15	2.9	16	0.6
Subtotal of Small Firms	498	100.0	1,875	100.0
Subtotal of Medium Size Firms	21	100.0	213	100.0
Subtotal of Large Firms	4	100.0	582	100.0
Grand Total	523	100.0	2,670	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 16 wholesale trade firms, or 88.9% of the applicable wholesale trade firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	878	68.6	5,406	63.4
Medium Size Firms	66	51.2	1,029	35.1
All Size Firms	944	65.6	6,435	54.6
9 YEARS or LESS				
Small Firms	81	6.3	907	10.6
Medium Size Firms	7	5.4	159	5.4
All Size Firms	88	6.1	1,066	9.0
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	177	13.8	1,257	14.7
Medium Size Firms	33	25.6	1,027	35.1
Large Firms	5	15.6	304	91.8
All Size Firms	215	14.9	2,588	22.0
16 or MORE YEARS				
Small Firms	143	11.2	954	11.2
Medium Size Firms	23	17.8	715	24.4
Large Firms	1	3.1	93	28.1
All Size Firms	167	11.6	1,762	15.0
Subtotal of Small Firms	1,279	100.0	8,524	100.0
Subtotal of Medium Size Firms	129	100.0	2,930	100.0
Subtotal of Large Firms	32	100.0	331	100.0
Grand Total	1,440	100.0	11,785	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 21 wholesale trade firms, or 85.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	886	76.3	6,412	77.3
Medium Size Firms	61	49.2	3,364	46.3
All Size Firms	947	71.9	9,776	48.4
9 YEARS or LESS				
Small Firms	37	3.2	66	0.8
Medium Size Firms	7	5.6	256	3.5
All Size Firms	44	3.3	322	1.6
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	177	15.2	920	11.1
Medium Size Firms	33	26.6	2,614	36.0
Large Firms	5	15.6	2,561	55.0
All Size Firms	215	16.3	6,095	30.2
16 or MORE YEARS				
Small Firms	61	5.3	899	10.8
Medium Size Firms	23	18.5	1,028	14.2
Large Firms	6	18.8	2,093	45.0
All Size Firms	90	6.8	4,020	19.9
Subtotal of Small Firms	1,161	100.0	8,297	100.0
Subtotal of Medium Size Firms	124	100.0	7,262	100.0
Subtotal of Large Firms	32	100.0	4,654	100.0
Grand Total	1,317	100.0	20,213	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 77 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	529	97.2	1,987	98.4
Medium Size Firms	14	56.0	207	95.8
All Size Firms	543	94.8	2,194	77.1
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	15	2.8	33	1.6
Medium Size Firms	11	44.0	9	4.2
Large Firms	4	100.0	582	95.6
All Size Firms	30	5.2	624	21.9
Subtotal of Small Firms	544	100.0	2,020	100.0
Subtotal of Medium Size Firms	25	100.0	216	100.0
Subtotal of Large Firms	4	100.0	609	100.0
Grand Total	573	100.0	2,845	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 17 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	823	64.3	5,809	68.3
	Salaried Medium Size Firms	103	83.7	2,222	79.7
	Salaried Large Firms	9	90.0	853	92.1
	Salaried All Size Firms	935	66.2	8,884	72.7
	Yes				
	Salaried Small Firms	456	35.7	2,698	31.7
	Salaried Medium Size Firms	20	16.3	565	20.3
	Salaried Large Firms	1	10.0	73	7.9
	Salaried All Size Firms	477	33.8	3,336	27.3
	Subtotal of Salaried Small Firms	1,279	100.0	8,507	100.0
	Subtotal of Salaried Medium Size Firms	123	100.0	2,787	100.0
	Subtotal of Salaried Large Firms	10	100.0	926	100.0
Salaried Grand Total	1,412	100.0	12,220	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	706	61.9	4,324	51.7
	Full-time Hourly Medium Size Firms	99	79.8	5,684	78.3
	Full-time Hourly Large Firms	9	90.0	3,993	85.8
	Full-time Hourly All Size Firms	814	63.9	14,001	69.0
	Yes				
	Full-time Hourly Small Firms	434	38.1	4,044	48.3
	Full-time Hourly Medium Size Firms	25	20.2	1,578	21.7
	Full-time Hourly Large Firms	1	10.0	661	14.2
	Full-time Hourly All Size Firms	460	36.1	6,283	31.0
	Subtotal of Full-time Hourly Small Firms	1,140	100.0	8,368	100.0
	Subtotal of Full-time Hourly Medium Size Firms	124	100.0	7,262	100.0
	Subtotal of Full-time Hourly Large Firms	10	100.0	4,654	100.0
Full-time Hourly Grand Total	1,274	100.0	20,284	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	336	73.8	1,500	80.1
	Part-time Hourly Medium Size Firms	25	100.0	216	100.0
	Part-time Hourly Large Firms	2	66.7	259	44.5
	Part-time Hourly All Size Firms	363	75.2	1,975	73.9
	Yes				
	Part-time Hourly Small Firms	119	26.2	373	19.9
	Part-time Hourly Large Firms	1	33.3	323	55.5
	Part-time Hourly All Size Firms	120	24.8	696	26.1
	Subtotal of Part-time Hourly Small Firms	455	100.0	1,873	100.0
	Subtotal of Part-time Hourly Medium Size Firms	25	100.0	216	100.0
	Subtotal of Part-time Hourly Large Firms	3	100.0	582	100.0
	Part-time Hourly Grand Total	483	100.0	2,671	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation in response on question thirteen. 89 wholesale trade firms, or 97.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,104	84.9	6,825	79.6
	Salaried Medium Size Firms	113	87.6	2,550	87.0
	Salaried Large Firms	9	90.0	853	92.1
	Salaried All Size Firms	1,226	85.1	10,228	82.3
	Yes				
	Salaried Small Firms	197	15.1	1,749	20.4
	Salaried Medium Size Firms	16	12.4	380	13.0
	Salaried Large Firms	1	10.0	73	7.9
	Salaried All Size Firms	214	14.9	2,202	17.7
	Subtotal of Salaried Small Firms	1,301	100.0	8,574	100.0
Subtotal of Salaried Medium Size Firms	129	100.0	2,930	100.0	
Subtotal of Salaried Large Firms	10	100.0	926	100.0	
Salaried Grand Total	1,440	100.0	12,430	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	987	83.4	6,762	79.2
	Full-time Hourly Medium Size Firms	111	89.5	5,793	79.8
	Full-time Hourly Large Firms	9	90.0	3,993	85.8
	Full-time Hourly All Size Firms	1,107	84.0	16,548	80.9
	Yes				
	Full-time Hourly Small Firms	197	16.6	1,772	20.8
	Full-time Hourly Medium Size Firms	13	10.5	1,469	20.2
	Full-time Hourly Large Firms	1	10.0	661	14.2
	Full-time Hourly All Size Firms	211	16.0	3,902	19.1
	Subtotal of Full-time Hourly Small Firms	1,184	100.0	8,534	100.0
Subtotal of Full-time Hourly Medium Size Firms	124	100.0	7,262	100.0	
Subtotal of Full-time Hourly Large Firms	10	100.0	4,654	100.0	
Full-time Hourly Grand Total	1,318	100.0	20,450	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	423	90.4	1,660	93.4
	Part-time Hourly Medium Size Firms	27	100.0	218	100.0
	Part-time Hourly Large Firms	2	66.7	259	44.5
	Part-time Hourly All Size Firms	452	90.8	2,137	82.9
	Yes				
	Part-time Hourly Small Firms	45	9.6	117	6.6
	Part-time Hourly Large Firms	1	33.3	323	55.5
	Part-time Hourly All Size Firms	46	9.2	440	17.1
	Subtotal of Part-time Hourly Small Firms	468	100.0	1,777	100.0
	Subtotal of Part-time Hourly Medium Size Firms	27	100.0	218	100.0
Subtotal of Part-time Hourly Large Firms	3	100.0	582	100.0	
Part-time Hourly Grand Total	498	100.0	2,577	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation ⁸⁶ response on question thirteen. 88 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	134	62.6	1,334	60.6
11 TO 30 DAYS				
All Size Firms	80	37.4	868	39.4
Grand Total	214	100.0	2,202	100.0

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

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	128	61.0	1,418	36.3
11 TO 30 DAYS				
All Size Firms	82	39.0	2,483	63.7
Grand Total	210	100.0	3,901	100.0

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

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
11 TO 30 DAYS				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
31 DAYS OR OVER				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
NO MAXIMUM or LIMIT				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
Grand Total				

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	718	49.8	3,358	38.0
Medium Size Firms	41	32.5	573	19.6
Large Firms	7	77.8	696	76.3
All Size Firms	766	48.6	4,627	36.6
5 DAYS or LESS				
Small Firms	389	27.0	2,860	32.4
Medium Size Firms	51	40.5	1,612	55.3
Large Firms	2	22.2	216	23.7
All Size Firms	442	28.0	4,688	37.0
6 to 9 DAYS				
Small Firms	162	11.2	1,408	15.9
Medium Size Firms	15	11.9	403	13.8
All Size Firms	177	11.2	1,811	14.3
10 to 14 DAYS				
Small Firms	98	6.8	785	8.9
Medium Size Firms	10	7.9	166	5.7
All Size Firms	108	6.9	951	7.5
15 or MORE DAYS				
Small Firms	74	5.1	417	4.7
Medium Size Firms	9	7.1	163	5.6
All Size Firms	83	5.3	580	4.6
Subtotal of Small Firms	1,441	100.0	8,828	100.0
Subtotal of Medium Size Firms	126	100.0	2,917	100.0
Subtotal of Large Firms	9	100.0	912	100.0
Grand Total	1,576	100.0	12,657	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 85 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	580	47.3	4,579	52.3
Medium Size Firms	45	36.3	2,572	35.4
Large Firms	7	70.0	2,754	59.2
All Size Firms	632	46.4	9,905	47.9
5 DAYS or LESS				
Small Firms	357	29.1	2,386	27.2
Medium Size Firms	53	42.7	3,262	44.9
Large Firms	3	30.0	1,900	40.8
All Size Firms	413	30.3	7,548	36.5
6 to 9 DAYS				
Small Firms	162	13.2	1,322	15.1
Medium Size Firms	16	12.9	1,057	14.6
All Size Firms	178	13.1	2,379	11.5
10 to 14 DAYS				
Small Firms	98	8.0	419	4.8
Medium Size Firms	10	8.1	370	5.1
All Size Firms	108	7.9	789	3.8
15 or MORE DAYS				
Small Firms	30	2.4	56	0.6
All Size Firms	30	2.2	56	0.3
Subtotal of Small Firms	1,227	100.0	8,762	100.0
Subtotal of Medium Size Firms	124	100.0	7,261	100.0
Subtotal of Large Firms	10	100.0	4,654	100.0
Grand Total	1,361	100.0	20,677	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 82 wholesale trade firms, or 97.6% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	394	61.5	2,277	83.1
Medium Size Firms	14	66.7	207	98.1
Large Firms	1	50.0	323	97.3
All Size Firms	409	61.6	2,807	85.5
5 DAYS or LESS				
Small Firms	165	25.7	370	13.5
Medium Size Firms	7	33.3	4	1.9
Large Firms	1	50.0	9	2.7
All Size Firms	173	26.1	383	11.7
6 to 9 DAYS				
Small Firms	52	8.1	65	2.4
All Size Firms	52	7.8	65	2.0
15 or MORE DAYS				
Small Firms	30	4.7	28	1.0
All Size Firms	30	4.5	28	0.9
Subtotal of Small Firms	641	100.0	2,740	100.0
Subtotal of Medium Size Firms	21	100.0	211	100.0
Subtotal of Large Firms	2	100.0	332	100.0
Grand Total	664	100.0	3,283	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 29 wholesale trade firms, or 65.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	780	85.9	4,905	72.4
	Salaried Medium Size Firms	46	50.0	1,135	46.7
	Salaried Large Firms	1	25.0	93	28.8
	Salaried All Size Firms	827	82.4	6,133	64.4
	Yes				
	Salaried Small Firms	128	14.1	1,870	27.6
	Salaried Medium Size Firms	46	50.0	1,294	53.3
	Salaried Large Firms	3	75.0	230	71.2
	Salaried All Size Firms	177	17.6	3,394	35.6
	Subtotal of Salaried Small Firms	908	100.0	6,775	100.0
	Subtotal of Salaried Medium Size Firms	92	100.0	2,429	100.0
	Subtotal of Salaried Large Firms	4	100.0	323	100.0
Salaried Grand Total	1,004	100.0	9,527	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	637	83.3	3,930	80.9
	Full-time Hourly Medium Size Firms	46	50.5	2,182	41.7
	Full-time Hourly Large Firms	1	25.0	664	25.9
	Full-time Hourly All Size Firms	684	79.5	6,776	53.5
	Yes				
	Full-time Hourly Small Firms	128	16.7	930	19.1
	Full-time Hourly Medium Size Firms	45	49.5	3,051	58.3
	Full-time Hourly Large Firms	3	75.0	1,900	74.1
	Full-time Hourly All Size Firms	176	20.5	5,881	46.5
	Subtotal of Full-time Hourly Small Firms	765	100.0	4,860	100.0
	Subtotal of Full-time Hourly Medium Size Firms	91	100.0	5,233	100.0
	Subtotal of Full-time Hourly Large Firms	4	100.0	2,564	100.0
Full-time Hourly Grand Total	860	100.0	12,657	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	379	89.0	1,037	83.2
	Part-time Hourly Medium Size Firms	14	66.7	417	99.0
	Part-time Hourly All Size Firms	393	87.7	1,454	86.7
	Yes				
	Part-time Hourly Small Firms	47	11.0	210	16.8
	Part-time Hourly Medium Size Firms	7	33.3	4	1.0
	Part-time Hourly Large Firms	1	100.0	9	100.0
	Part-time Hourly All Size Firms	55	12.3	223	13.3
	Subtotal of Part-time Hourly Small Firms	426	100.0	1,247	100.0
	Subtotal of Part-time Hourly Medium Size Firms	21	100.0	421	100.0
	Subtotal of Part-time Hourly Large Firms	1	100.0	9	100.0
	Part-time Hourly Grand Total	448	100.0	1,677	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 60 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Medium Size Firms	7	15.2	119	9.2
All Size Firms	7	4.0	119	3.5
6 to 14 DAYS				
Small Firms	37	28.9	525	28.1
Medium Size Firms	7	15.2	141	10.9
Large Firms	1	33.3	15	6.5
All Size Firms	45	25.4	681	20.1
15 to 29 DAYS				
Small Firms	30	23.4	141	7.5
Medium Size Firms	17	37.0	652	50.4
All Size Firms	47	26.6	793	23.4
30 or MORE DAYS				
Small Firms	61	47.7	1,203	64.4
Medium Size Firms	6	13.0	142	11.0
Large Firms	2	66.7	216	93.5
All Size Firms	69	39.0	1,561	46.0
NO MAXIMUM or LIMIT				
Medium Size Firms	9	19.6	239	18.5
All Size Firms	9	5.1	239	7.0
Subtotal of Small Firms	128	100.0	1,869	100.0
Subtotal of Medium Size Firms	46	100.0	1,293	100.0
Subtotal of Large Firms	3	100.0	231	100.0
Grand Total	177	100.0	3,393	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 16 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Medium Size Firms	7	16.3	265	9.0
All Size Firms	7	4.0	265	4.6
6 to 14 DAYS				
Small Firms	37	28.9	66	7.1
Medium Size Firms	7	16.3	798	27.1
Large Firms	1	33.3	431	22.7
All Size Firms	45	25.9	1,295	22.4
15 to 29 DAYS				
Small Firms	30	23.4	169	18.2
Medium Size Firms	20	46.5	1,186	40.3
All Size Firms	50	28.7	1,355	23.5
30 or MORE DAYS				
Small Firms	61	47.7	695	74.7
Medium Size Firms	3	7.0	492	16.7
Large Firms	2	66.7	1,469	77.3
All Size Firms	66	37.9	2,656	46.0
NO MAXIMUM or LIMIT				
Medium Size Firms	6	14.0	201	6.8
All Size Firms	6	3.4	201	3.5
Subtotal of Small Firms	128	100.0	930	100.0
Subtotal of Medium Size Firms	43	100.0	2,942	100.0
Subtotal of Large Firms	3	100.0	1,900	100.0
Grand Total	174	100.0	5,772	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 16 wholesale trade firms, or 94.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15 to 29 DAYS				
All Size Firms	7	15.9	7	5.8
30 or MORE DAYS				
All Size Firms	37	84.1	114	94.2
Grand Total	44	100.0	121	100.0

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

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	686	47.6	4,008	43.7
Medium Size Firms	36	24.3	448	13.1
Large Firms	1	8.3	73	3.6
All Size Firms	723	45.1	4,529	31.0
YES, 1 to 3 DAYS				
Small Firms	697	48.3	4,888	53.3
Medium Size Firms	102	68.9	2,707	79.4
Large Firms	11	91.7	1,937	95.1
All Size Firms	810	50.6	9,532	65.2
YES, 4 to 7 DAYS				
Small Firms	15	1.0	81	0.9
Medium Size Firms	10	6.8	255	7.5
All Size Firms	25	1.6	336	2.3
YES, 8 DAYS and OVER				
Small Firms	44	3.1	191	2.1
All Size Firms	44	2.7	191	1.3
Subtotal of Small Firms	1,442	100.0	9,168	100.0
Subtotal of Medium Size Firms	148	100.0	3,410	100.0
Subtotal of Large Firms	12	100.0	2,037	100.0
Grand Total	1,602	100.0	14,615	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 92 wholesale trade firms, or 84.4% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	599	51.8	5,546	61.6
Medium Size Firms	36	25.9	2,024	24.8
Large Firms	1	8.3	661	11.7
All Size Firms	636	48.7	8,231	36.1
YES, 1 to 3 DAYS				
Small Firms	557	48.2	3,452	38.4
Medium Size Firms	93	66.9	5,702	69.9
Large Firms	11	91.7	4,943	87.8
All Size Firms	661	50.6	14,097	61.9
YES, 4 to 7 DAYS				
Medium Size Firms	10	7.2	435	5.3
All Size Firms	10	0.8	435	1.9
Subtotal of Small Firms	1,156	100.0	8,998	100.0
Subtotal of Medium Size Firms	139	100.0	8,161	100.0
Subtotal of Large Firms	12	100.0	5,631	100.0
Grand Total	1,307	100.0	22,790	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 84 wholesale trade firms, or 79.2% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	713	67.6	3,866	83.5
Medium Size Firms	20	40.8	407	94.4
Large Firms	3	37.5	647	54.3
All Size Firms	736	66.2	4,920	78.7
YES, 1 to 3 DAYS				
Small Firms	311	29.5	730	15.8
Medium Size Firms	29	59.2	24	5.6
Large Firms	5	62.5	517	43.4
All Size Firms	345	31.1	1,271	20.3
YES, 4 to 7 DAYS				
Small Firms	30	2.8	33	0.7
All Size Firms	30	2.7	33	0.5
Subtotal of Small Firms	1,054	100.0	4,629	100.0
Subtotal of Medium Size Firms	49	100.0	431	100.0
Subtotal of Large Firms	8	100.0	1,191	100.0
Grand Total	1,111	100.0	6,251	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 58 wholesale trade firms, or 65.9% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,026	77.7	5,762	65.0
Medium Size Firms	68	49.6	1,190	37.1
Large Firms	1	16.7	93	6.6
All Size Firms	1,095	74.8	7,045	52.3
YES, 6 WEEKS or LESS				
Small Firms	140	10.6	943	10.6
Medium Size Firms	18	13.1	438	13.7
Large Firms	1	16.7	15	1.1
All Size Firms	159	10.9	1,396	10.4
YES, 7 to 13 WEEKS				
Small Firms	88	6.7	1,521	17.2
Medium Size Firms	12	8.8	260	8.1
Large Firms	1	16.7	129	9.2
All Size Firms	101	6.9	1,910	14.2
YES, 14 to 26 WEEKS				
Small Firms	30	2.3	113	1.3
Medium Size Firms	39	28.5	1,319	41.1
Large Firms	3	50.0	1,171	83.2
All Size Firms	72	4.9	2,603	19.3
MORE than 26 WEEKS				
Small Firms	37	2.8	525	5.9
All Size Firms	37	2.5	525	3.9
Subtotal of Small Firms	1,321	100.0	8,864	100.0
Subtotal of Medium Size Firms	137	100.0	3,207	100.0
Subtotal of Large Firms	6	100.0	1,408	100.0
Grand Total	1,464	100.0	13,479	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 84 wholesale trade firms, or 77.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	896	84.6	7,235	89.2
Medium Size Firms	64	48.5	3,595	45.5
Large Firms	1	9.1	664	13.4
All Size Firms	961	80.0	11,494	54.8
YES, 6 WEEKS or LESS				
Small Firms	44	4.2	309	3.8
Medium Size Firms	18	13.6	1,092	13.8
Large Firms	6	54.5	1,860	37.6
All Size Firms	68	5.7	3,261	15.6
YES, 7 to 13 WEEKS				
Small Firms	52	4.9	82	1.0
Medium Size Firms	11	8.3	953	12.1
Large Firms	1	9.1	1,245	25.2
All Size Firms	64	5.3	2,280	10.9
YES, 14 to 26 WEEKS				
Small Firms	30	2.8	226	2.8
Medium Size Firms	39	29.5	2,264	28.6
Large Firms	3	27.3	1,174	23.8
All Size Firms	72	6.0	3,664	17.5
MORE than 26 WEEKS				
Small Firms	37	3.5	263	3.2
All Size Firms	37	3.1	263	1.3
Subtotal of Small Firms	1,059	100.0	8,115	100.0
Subtotal of Medium Size Firms	132	100.0	7,904	100.0
Subtotal of Large Firms	11	100.0	4,943	100.0
Grand Total	1,202	100.0	20,962	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 79 wholesale trade firms, or 74.5% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	896	84.6	3,328	93.6
Medium Size Firms	28	56.0	832	98.0
All Size Firms	924	83.1	4,160	94.1
YES, 6 WEEKS or LESS				
Small Firms	163	15.4	228	6.4
All Size Firms	163	14.7	228	5.2
YES, 14 to 26 WEEKS				
Medium Size Firms	22	44.0	17	2.0
Large Firms	3	100.0	17	100.0
All Size Firms	25	2.2	34	0.8
Subtotal of Small Firms	1,059	100.0	3,556	100.0
Subtotal of Medium Size Firms	50	100.0	849	100.0
Subtotal of Large Firms	3	100.0	17	100.0
Grand Total	1,112	100.0	4,422	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 56 wholesale trade firms, or 63.6% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	243	28.8	1,514	25.5
Medium Size Firms	25	25.8	599	24.8
Large Firms	3	50.0	1,307	92.8
All Size Firms	271	28.6	3,420	35.0
JURY DUTY				
Small Firms	674	79.9	4,961	83.5
Medium Size Firms	93	95.9	2,404	99.5
Large Firms	6	100.0	1,408	100.0
All Size Firms	773	81.6	8,773	89.8
FAMILY MEDICAL				
Small Firms	295	35.0	1,590	26.8
Medium Size Firms	22	22.7	369	15.3
Large Firms	1	16.7	1,084	77.0
All Size Firms	318	33.6	3,043	31.2
MATERNITY LEAVE				
Small Firms	281	33.3	2,885	48.6
Medium Size Firms	37	38.1	808	33.4
Large Firms	1	16.7	1,084	77.0
All Size Firms	319	33.7	4,777	48.9
PATERNITY LEAVE				
Small Firms	243	28.8	1,977	33.3
Medium Size Firms	14	14.4	253	10.5
Large Firms	1	16.7	1,084	77.0
All Size Firms	258	27.2	3,314	33.9
DOCTOR/DENTAL APPOINTMENT				
Small Firms	502	59.5	3,978	66.9
Medium Size Firms	18	18.6	468	19.4
Large Firms	1	16.7	86	6.1
All Size Firms	521	55.0	4,532	46.4
OTHER (please name)				
Small Firms	73	8.6	657	11.1
Medium Size Firms	3	3.1	99	4.1
All Size Firms	76	8.0	756	7.7
Subtotal of Small Firms	844	100.0	5,942	100.0
Subtotal of Medium Size Firms	97	100.0	2,417	100.0
Subtotal of Large Firms	6	100.0	1,408	100.0
Grand Total	947	100.0	9,767	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 62 wholesale trade firms, or 56.9% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	162	26.2	898	19.8
Medium Size Firms	25	41.7	1,225	21.2
Large Firms	3	27.3	2,859	57.8
All Size Firms	190	27.6	4,982	32.6
JURY DUTY				
Small Firms	563	91.1	3,810	84.0
Medium Size Firms	89	148.3	5,204	89.9
Large Firms	11	100.0	4,943	100.0
All Size Firms	663	96.2	13,957	91.4
FAMILY MEDICAL				
Small Firms	170	27.5	864	19.0
Medium Size Firms	18	30.0	827	14.3
Large Firms	1	9.1	950	19.2
All Size Firms	189	27.4	2,641	17.3
MATERNITY LEAVE				
Small Firms	111	18.0	780	17.2
Medium Size Firms	37	61.7	2,012	34.8
Large Firms	1	9.1	950	19.2
All Size Firms	149	21.6	3,742	24.5
PATERNITY LEAVE				
Small Firms	118	19.1	979	21.6
Medium Size Firms	14	23.3	676	11.7
Large Firms	1	9.1	950	19.2
All Size Firms	133	19.3	2,605	17.1
DOCTOR/DENTAL APPOINTMENT				
Small Firms	295	47.7	1,420	31.3
Medium Size Firms	10	16.7	396	6.8
All Size Firms	305	44.3	1,816	11.9
OTHER (please name)				
Small Firms	73	11.8	361	8.0
Medium Size Firms	3	5.0	108	1.9
All Size Firms	76	11.0	469	3.1
Subtotal of Small Firms	618	100.0	4,536	100.0
Subtotal of Medium Size Firms	60	100.0	5,789	100.0
Subtotal of Large Firms	11	100.0	4,943	100.0
Grand Total	689	100.0	15,268	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 57 wholesale trade firms, or 53.8% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	162	32.0	293	23.3
Medium Size Firms	8	27.6	9	2.8
Large Firms	2	40.0	500	96.7
All Size Firms	172	31.8	802	38.4
JURY DUTY				
Small Firms	447	88.2	1,127	89.7
Medium Size Firms	22	75.9	22	6.9
Large Firms	5	100.0	517	100.0
All Size Firms	474	87.6	1,666	79.7
FAMILY MEDICAL				
Small Firms	147	29.0	197	15.7
Medium Size Firms	8	27.6	9	2.8
All Size Firms	155	28.7	206	9.9
MATERNITY LEAVE				
Small Firms	59	11.6	163	13.0
Medium Size Firms	15	51.7	309	97.5
All Size Firms	74	13.7	472	22.6
PATERNITY LEAVE				
Small Firms	133	26.2	163	13.0
Medium Size Firms	15	51.7	309	97.5
All Size Firms	148	27.4	472	22.6
DOCTOR/DENTAL APPOINTMENT				
Small Firms	206	40.6	262	20.8
Medium Size Firms	8	27.6	9	2.8
All Size Firms	214	39.6	271	13.0
OTHER (please name)				
Small Firms	73	14.4	66	5.3
All Size Firms	73	13.5	66	3.2
Subtotal of Small Firms	507	100.0	1,257	100.0
Subtotal of Medium Size Firms	29	100.0	317	100.0
Subtotal of Large Firms	5	100.0	517	100.0
Grand Total	541	100.0	2,091	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 34 wholesale trade firms, or 38.6% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	651	33.0	2,416	20.7
Medium Size Firms	15	8.9	204	4.8
Large Firms	1	12.5	45	2.9
All Size Firms	667	31.1	2,665	15.3
YES, EMPLOYEE ONLY				
Small Firms	248	12.6	1,667	14.3
Medium Size Firms	3	1.8	45	1.1
All Size Firms	251	11.7	1,712	9.8
YES, EMPLOYEE and DEPENDENTS				
Small Firms	1,072	54.4	7,577	65.0
Medium Size Firms	150	89.3	4,028	94.2
Large Firms	7	87.5	1,481	97.1
All Size Firms	1,229	57.2	13,086	74.9
Subtotal of Small Firms	1,971	100.0	11,660	100.0
Subtotal of Medium Size Firms	168	100.0	4,277	100.0
Subtotal of Large Firms	8	100.0	1,526	100.0
Grand Total	2,147	100.0	17,463	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 117 firms, or 96.7% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	472	28.2	3,711	28.6
Medium Size Firms	11	6.5	431	4.5
Large Firms	1	7.1	397	6.0
All Size Firms	484	26.0	4,539	15.5
YES, EMPLOYEE ONLY				
Small Firms	187	11.2	1,407	10.8
Medium Size Firms	3	1.8	111	1.1
Large Firms	5	35.7	1,429	21.7
All Size Firms	195	10.5	2,947	10.1
YES, EMPLOYEE and DEPENDENTS				
Small Firms	1,016	60.7	7,850	60.5
Medium Size Firms	156	91.8	9,121	94.4
Large Firms	8	57.1	4,760	72.3
All Size Firms	1,180	63.5	21,731	74.4
Subtotal of Small Firms	1,675	100.0	12,968	100.0
Subtotal of Medium Size Firms	170	100.0	9,663	100.0
Subtotal of Large Firms	14	100.0	6,586	100.0
Grand Total	1,859	100.0	29,217	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 114 firms, or 96.6% of the wholesale trade firms with full-time hourly employees responded to this question.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	477	68.9	1,929	70.9
Medium Size Firms	14	31.8	293	88.0
All Size Firms	491	66.3	2,222	60.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	215	31.1	793	29.1
Medium Size Firms	30	68.2	40	12.0
Large Firms	5	100.0	629	100.0
All Size Firms	250	33.7	1,462	39.7
Subtotal of Small Firms	692	100.0	2,722	100.0
Subtotal of Medium Size Firms	44	100.0	333	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	741	100.0	3,684	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 40 firms, or 100.0% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	89	6.7	1,231	13.3
Medium Size Firms	13	8.5	515	12.6
Large Firms	2	28.6	1,178	79.5
All Size Firms	104	7.0	2,924	19.8
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	343	26.0	2,992	32.4
Medium Size Firms	48	31.4	1,544	37.9
Large Firms	4	57.1	1,251	84.5
All Size Firms	395	26.7	5,787	39.1
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	1,134	86.0	8,188	88.6
Medium Size Firms	139	90.8	3,863	94.9
Large Firms	5	71.4	1,315	88.8
All Size Firms	1,278	86.4	13,366	90.3
Subtotal of Small Firms	1,319	100.0	9,244	100.0
Subtotal of Medium Size Firms	153	100.0	4,072	100.0
Subtotal of Large Firms	7	100.0	1,481	100.0
Grand Total	1,479	100.0	14,797	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 92 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	81	6.9	378	4.2
Medium Size Firms	13	8.2	1,024	11.1
Large Firms	2	15.4	1,614	26.1
All Size Firms	96	7.1	3,016	12.3
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	306	26.1	3,060	33.7
Medium Size Firms	49	30.8	3,162	34.3
Large Firms	4	30.8	2,275	36.8
All Size Firms	359	26.7	8,497	34.7
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	988	84.2	8,151	89.7
Medium Size Firms	145	91.2	8,666	93.9
Large Firms	11	84.6	4,864	78.7
All Size Firms	1,144	85.1	21,681	88.5
Subtotal of Small Firms	1,173	100.0	9,088	100.0
Subtotal of Medium Size Firms	159	100.0	9,232	100.0
Subtotal of Large Firms	13	100.0	6,181	100.0
Grand Total	1,345	100.0	24,501	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 93 wholesale trade firms, or 98.9% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	30	14.0	30	3.8
Medium Size Firms	7	23.3	7	17.5
Large Firms	1	20.0	57	9.1
All Size Firms	38	15.2	94	6.4
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	74	34.4	283	35.7
Medium Size Firms	27	90.0	39	97.5
Large Firms	3	60.0	447	71.1
All Size Firms	104	41.6	769	52.6
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	171	79.5	709	89.4
Medium Size Firms	26	86.7	35	87.5
Large Firms	4	80.0	323	51.4
All Size Firms	201	80.4	1,067	73.0
Subtotal of Small Firms	215	100.0	793	100.0
Subtotal of Medium Size Firms	30	100.0	40	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	250	100.0	1,462	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 20 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	940	71.2	5,777	62.5
	Salaried Medium Size Firms	93	61.2	2,241	55.0
	Salaried Large Firms	5	71.4	1,259	85.0
	Salaried All Size Firms	1,038	70.2	9,277	62.7
	Yes				
	Salaried Small Firms	380	28.8	3,466	37.5
	Salaried Medium Size Firms	59	38.8	1,831	45.0
	Salaried Large Firms	2	28.6	222	15.0
	Salaried All Size Firms	441	29.8	5,519	37.3
	Subtotal of Salaried Small Firms	1,320	100.0	9,243	100.0
	Subtotal of Salaried Medium Size Firms	152	100.0	4,072	100.0
	Subtotal of Salaried Large Firms	7	100.0	1,481	100.0
Salaried Grand Total	1,479	100.0	14,796	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	779	68.5	5,474	60.7
	Full-time Hourly Medium Size Firms	93	58.5	4,580	49.6
	Full-time Hourly Large Firms	11	84.6	4,280	69.2
	Full-time Hourly All Size Firms	883	67.5	14,334	58.6
	Yes				
	Full-time Hourly Small Firms	358	31.5	3,548	39.3
	Full-time Hourly Medium Size Firms	66	41.5	4,652	50.4
	Full-time Hourly Large Firms	2	15.4	1,909	30.8
	Full-time Hourly All Size Firms	426	32.5	10,109	41.4
	Subtotal of Full-time Hourly Small Firms	1,137	100.0	9,022	100.0
	Subtotal of Full-time Hourly Medium Size Firms	159	100.0	9,232	100.0
	Subtotal of Full-time Hourly Large Firms	13	100.0	6,189	100.0
Full-time Hourly Grand Total	1,309	100.0	24,443	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	126	58.6	511	64.4
	Part-time Hourly Medium Size Firms	4	13.3	9	22.5
	Part-time Hourly Large Firms	4	80.0	379	60.3
	Part-time Hourly All Size Firms	134	53.6	899	61.5
	Yes				
	Part-time Hourly Small Firms	89	41.4	282	35.6
	Part-time Hourly Medium Size Firms	26	86.7	31	77.5
	Part-time Hourly Large Firms	1	20.0	250	39.7
	Part-time Hourly All Size Firms	116	46.4	563	38.5
	Subtotal of Part-time Hourly Small Firms	215	100.0	793	100.0
	Subtotal of Part-time Hourly Medium Size Firms	30	100.0	40	100.0
	Subtotal of Part-time Hourly Large Firms	5	100.0	629	100.0
Part-time Hourly Grand Total	250	100.0	1,462	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 104 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	30	2.3	141	1.5
All Size Firms	30	2.0	141	1.0
1% to 25%				
Small Firms	60	4.5	254	2.7
Medium Size Firms	6	4.0	282	7.0
All Size Firms	66	4.5	536	3.6
26% to 50%				
Small Firms	238	18.0	1,185	12.8
Medium Size Firms	25	16.7	775	19.2
Large Firms	2	28.6	203	13.7
All Size Firms	265	17.9	2,163	14.7
51% to 75%				
Small Firms	307	23.3	2,120	22.9
Medium Size Firms	38	25.3	1,156	28.7
Large Firms	1	14.3	93	6.3
All Size Firms	346	23.4	3,369	22.8
76% to 99%				
Small Firms	150	11.4	1,810	19.6
Medium Size Firms	52	34.7	1,241	30.8
Large Firms	3	42.9	1,171	79.0
All Size Firms	205	13.9	4,222	28.6
100%				
Small Firms	535	40.5	3,734	40.4
Medium Size Firms	29	19.3	573	14.2
Large Firms	1	14.3	15	1.0
All Size Firms	565	38.3	4,322	29.3
Subtotal of Small Firms	1,320	100.0	9,244	100.0
Subtotal of Medium Size Firms	150	100.0	4,027	100.0
Subtotal of Large Firms	7	100.0	1,482	100.0
Grand Total	1,477	100.0	14,753	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 91 wholesale trade firms, or 98.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	30	2.8	339	4.1
All Size Firms	30	2.3	339	1.4
1% to 25%				
Small Firms	45	4.2	405	4.9
Medium Size Firms	6	2.7	445	4.7
All Size Firms	51	3.9	850	3.5
26% to 50%				
Small Firms	255	24.0	1,582	19.1
Medium Size Firms	35	15.5	2,294	24.3
Large Firms	3	15.8	2,337	35.2
All Size Firms	293	22.4	6,213	25.5
51% to 75%				
Small Firms	330	31.0	2,632	31.8
Medium Size Firms	38	16.8	1,820	19.3
Large Firms	6	31.6	2,093	31.5
All Size Firms	374	28.6	6,545	26.9
76% to 99%				
Small Firms	111	10.4	407	4.9
Medium Size Firms	52	23.0	2,984	31.7
Large Firms	4	21.1	1,759	26.5
All Size Firms	167	12.8	5,150	21.2
100%				
Small Firms	367	34.5	3,657	44.2
Medium Size Firms	26	11.5	1,579	16.8
All Size Firms	393	30.0	5,236	21.5
Subtotal of Small Firms	1,063	100.0	8,278	100.0
Subtotal of Medium Size Firms	226	100.0	9,421	100.0
Subtotal of Large Firms	19	100.0	6,634	100.0
Grand Total	1,308	100.0	24,333	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 91 wholesale trade firms, or 96.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium Size Firms	3	11.1	5	13.5
All Size Firms	3	1.2	5	0.3
26% to 50%				
Small Firms	89	41.4	339	42.7
Medium Size Firms	6	22.2	12	32.4
Large Firms	2	40.0	573	91.1
All Size Firms	97	39.3	924	63.3
51% to 75%				
Small Firms	30	14.0	28	3.5
Medium Size Firms	7	25.9	7	18.9
All Size Firms	37	15.0	35	2.4
76% to 99%				
Small Firms	30	14.0	33	4.2
Medium Size Firms	11	40.7	13	35.1
Large Firms	3	60.0	56	8.9
All Size Firms	44	17.8	102	7.0
100%				
Small Firms	66	30.7	393	49.6
All Size Firms	66	26.7	393	26.9
Subtotal of Small Firms	215	100.0	793	100.0
Subtotal of Medium Size Firms	27	100.0	37	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	247	100.0	1,459	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 19 wholesale trade firms, or 95.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	714	54.7	5,151	56.5
Medium Size Firms	46	30.3	967	23.7
Large Firms	1	16.7	73	4.9
All Size Firms	761	52.0	6,191	42.2
1% to 25%				
Small Firms	30	2.3	113	1.2
Medium Size Firms	9	5.9	270	6.6
Large Firms	1	16.7	86	5.8
All Size Firms	40	2.7	469	3.2
26% to 50%				
Small Firms	163	12.5	648	7.1
Medium Size Firms	36	23.7	951	23.3
Large Firms	1	16.7	129	8.7
All Size Firms	200	13.7	1,728	11.8
51% to 75%				
Small Firms	165	12.6	2,002	22.0
Medium Size Firms	30	19.7	1,045	25.7
Large Firms	1	16.7	93	6.3
All Size Firms	196	13.4	3,140	21.4
76% to 99%				
Small Firms	52	4.0	361	4.0
Medium Size Firms	31	20.4	840	20.6
Large Firms	1	16.7	1,084	73.2
All Size Firms	84	5.7	2,285	15.6
100%				
Small Firms	182	13.9	839	9.2
Large Firms	1	16.7	15	1.0
All Size Firms	183	12.5	854	5.8
Subtotal of Small Firms	1,306	100.0	9,114	100.0
Subtotal of Medium Size Firms	152	100.0	4,073	100.0
Subtotal of Large Firms	6	100.0	1,480	100.0
Grand Total	1,464	100.0	14,667	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 91 wholesale trade firms, or 98.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	599	53.4	5,648	63.1
Medium Size Firms	50	31.4	2,932	31.8
Large Firms	6	50.0	2,090	33.8
All Size Firms	655	50.7	10,670	43.8
1% to 25%				
Small Firms	30	2.7	226	2.5
Medium Size Firms	9	5.7	295	3.2
Large Firms	2	16.7	655	10.6
All Size Firms	41	3.2	1,176	4.8
26% to 50%				
Small Firms	163	14.5	1,448	16.2
Medium Size Firms	39	24.5	2,422	26.2
Large Firms	1	8.3	1,245	20.1
All Size Firms	203	15.7	5,115	21.0
51% to 75%				
Small Firms	194	17.3	853	9.5
Medium Size Firms	30	18.9	1,438	15.6
Large Firms	1	8.3	664	10.7
All Size Firms	225	17.4	2,955	12.1
76% to 99%				
Small Firms	30	2.7	163	1.8
Medium Size Firms	31	19.5	2,145	23.2
Large Firms	2	16.7	1,535	24.8
All Size Firms	63	4.9	3,843	15.8
100%				
Small Firms	106	9.4	619	6.9
All Size Firms	106	8.2	619	2.5
Subtotal of Small Firms	1,122	100.0	8,957	100.0
Subtotal of Medium Size Firms	159	100.0	9,232	100.0
Subtotal of Large Firms	12	100.0	6,189	100.0
Grand Total	1,293	100.0	24,378	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 91 wholesale trade firms, or 96.8 of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	111	51.4	558	70.4
Medium Size Firms	14	45.2	24	61.5
Large Firms	3	60.0	371	58.9
All Size Firms	128	50.8	953	65.2
1% to 25%				
Medium Size Firms	3	9.7	2	5.1
Large Firms	1	20.0	9	1.4
All Size Firms	4	1.6	11	0.8
26% to 50%				
Small Firms	45	20.8	174	21.9
Medium Size Firms	7	22.6	9	23.1
Large Firms	1	20.0	250	39.7
All Size Firms	53	21.0	433	29.6
51% to 75%				
Small Firms	30	13.9	28	3.5
All Size Firms	30	11.9	28	1.9
76% to 99%				
Small Firms	30	13.9	33	4.2
Medium Size Firms	7	22.6	4	10.3
All Size Firms	37	14.7	37	2.5
Subtotal of Small Firms	216	100.0	793	100.0
Subtotal of Medium Size Firms	31	100.0	39	100.0
Subtotal of Large Firms	5	100.0	630	100.0
Grand Total	252	100.0	1,462	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 20 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,128	57.2	5,149	44.2
Medium Size Firms	21	12.5	368	8.6
Large Firms	1	12.5	45	2.9
All Size Firms	1,150	53.6	5,562	31.9
YES, EMPLOYEE ONLY				
Small Firms	67	3.4	554	4.8
Medium Size Firms	3	1.8	45	1.1
All Size Firms	70	3.3	599	3.4
YES, EMPLOYEE and DEPENDENTS				
Small Firms	776	39.4	5,956	51.1
Medium Size Firms	144	85.7	3,864	90.3
Large Firms	7	87.5	1,481	97.1
All Size Firms	927	43.2	11,301	64.7
Subtotal of Small Firms	1,971	100.0	11,659	100.0
Subtotal of Medium Size Firms	168	100.0	4,277	100.0
Subtotal of Large Firms	8	100.0	1,526	100.0
Grand Total	2,147	100.0	17,462	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 117 firms, or 96.7% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	883	52.5	6,276	48.1
Medium Size Firms	17	10.0	607	6.3
Large Firms	1	7.1	397	6.0
All Size Firms	901	48.3	7,280	24.8
YES, EMPLOYEE ONLY				
Small Firms	60	3.6	367	2.8
Medium Size Firms	3	1.8	111	1.1
Large Firms	5	35.7	1,429	21.7
All Size Firms	68	3.6	1,907	6.5
YES, EMPLOYEE and DEPENDENTS				
Small Firms	740	44.0	6,418	49.1
Medium Size Firms	150	88.2	8,945	92.6
Large Firms	8	57.1	4,760	72.3
All Size Firms	898	48.1	20,123	68.7
Subtotal of Small Firms	1,683	100.0	13,061	100.0
Subtotal of Medium Size Firms	170	100.0	9,663	100.0
Subtotal of Large Firms	14	100.0	6,586	100.0
Grand Total	1,867	100.0	29,310	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 114 firms, or 96.6% of the wholesale trade firms with full-time hourly employees responded to this question.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	661	79.4	2,750	80.3
Medium Size Firms	14	31.8	293	88.0
All Size Firms	675	76.6	3,043	69.4
YES, EMPLOYEE ONLY				
Small Firms	30	3.6	28	0.8
All Size Firms	30	3.4	28	0.6
YES, EMPLOYEE and DEPENDENTS				
Small Firms	141	16.9	647	18.9
Medium Size Firms	30	68.2	40	12.0
Large Firms	5	100.0	629	100.0
All Size Firms	176	20.0	1,316	30.0
Subtotal of Small Firms	832	100.0	3,425	100.0
Subtotal of Medium Size Firms	44	100.0	333	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	881	100.0	4,387	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 45 firms, or 60.8% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	648	77.0	5,053	77.6
	Salaried Medium Size Firms	105	71.9	2,649	67.8
	Salaried Large Firms	7	100.0	1,481	100.0
	Salaried All Size Firms	760	76.4	9,183	77.2
	Yes				
	Salaried Small Firms	194	23.0	1,457	22.4
	Salaried Medium Size Firms	41	28.1	1,259	32.2
	Salaried All Size Firms	235	23.6	2,716	22.8
	Subtotal of Salaried Small Firms	842	100.0	6,510	100.0
	Subtotal of Salaried Medium Size Firms	146	100.0	3,908	100.0
Subtotal of Salaried Large Firms	7	100.0	1,481	100.0	
Salaried Grand Total	995	100.0	11,899	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	620	77.6	4,714	69.5
	Full-time Hourly Medium Size Firms	112	73.2	5,858	64.7
	Full-time Hourly Large Firms	13	100.0	6,189	100.0
	Full-time Hourly All Size Firms	745	77.2	16,761	76.1
	Yes				
	Full-time Hourly Small Firms	179	22.4	2,071	30.5
	Full-time Hourly Medium Size Firms	41	26.8	3,197	35.3
	Full-time Hourly All Size Firms	220	22.8	5,268	23.9
	Subtotal of Full-time Hourly Small Firms	799	100.0	6,785	100.0
	Subtotal of Full-time Hourly Medium Size Firms	153	100.0	9,055	100.0
Subtotal of Full-time Hourly Large Firms	13	100.0	6,189	100.0	
Full-time Hourly Grand Total	965	100.0	22,029	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	171	100.0	676	100.0
	Part-time Hourly Medium Size Firms	12	40.0	18	45.0
	Part-time Hourly Large Firms	5	100.0	629	100.0
	Part-time Hourly All Size Firms	188	91.3	1,323	98.4
	Yes				
	Part-time Hourly Medium Size Firms	18	60.0	22	55.0
	Part-time Hourly All Size Firms	18	8.7	22	1.6
	Subtotal of Part-time Hourly Small Firms	171	100.0	676	100.0
	Subtotal of Part-time Hourly Medium Size Firms	30	100.0	40	100.0
	Subtotal of Part-time Hourly Large Firms	5	100.0	629	100.0
Part-time Hourly Grand Total	206	100.0	1,345	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 82 wholesale trade firms, or 98.5% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	239	29.4	1,671	25.9
Medium Size Firms	32	22.9	1,019	28.3
Large Firms	4	57.1	289	19.5
All Size Firms	275	28.6	2,979	25.8
1% to 25%				
Small Firms	60	7.4	254	3.9
Medium Size Firms	3	2.1	21	0.6
All Size Firms	63	6.6	275	2.4
26% to 50%				
Small Firms	119	14.6	614	9.5
Medium Size Firms	24	17.1	606	16.8
All Size Firms	143	14.9	1,220	10.6
51% to 75%				
Small Firms	83	10.2	866	13.4
Medium Size Firms	14	10.0	266	7.4
Large Firms	1	14.3	93	6.3
All Size Firms	98	10.2	1,225	10.6
76% to 99%				
Small Firms	89	10.9	1,188	18.4
Medium Size Firms	34	24.3	1,014	28.1
Large Firms	1	14.3	1,084	73.2
All Size Firms	124	12.9	3,286	28.5
100%				
Small Firms	223	27.4	1,860	28.8
Medium Size Firms	33	23.6	679	18.8
Large Firms	1	14.3	15	1.0
All Size Firms	257	26.8	2,554	22.1
Subtotal of Small Firms	813	100.0	6,453	100.0
Subtotal of Medium Size Firms	140	100.0	3,605	100.0
Subtotal of Large Firms	7	100.0	1,481	100.0
Grand Total	960	100.0	11,539	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 69 wholesale trade firms, or 95.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	247	30.9	2,344	34.5
Medium Size Firms	35	24.0	1,904	22.0
Large Firms	4	33.3	2,130	37.0
All Size Firms	286	29.9	6,378	30.1
1% to 25%				
Small Firms	30	3.8	226	3.3
Medium Size Firms	3	2.1	188	2.2
All Size Firms	33	3.4	414	2.0
26% to 50%				
Small Firms	134	16.8	1,109	16.3
Medium Size Firms	24	16.4	1,610	18.6
All Size Firms	158	16.5	2,719	12.8
51% to 75%				
Small Firms	83	10.4	634	9.3
Medium Size Firms	14	9.6	760	8.8
Large Firms	6	50.0	2,093	36.3
All Size Firms	103	10.8	3,487	16.4
76% to 99%				
Small Firms	74	9.3	423	6.2
Medium Size Firms	34	23.3	2,244	25.9
Large Firms	2	16.7	1,535	26.7
All Size Firms	110	11.5	4,202	19.8
100%				
Small Firms	232	29.0	2,049	30.2
Medium Size Firms	36	24.7	1,959	22.6
All Size Firms	268	28.0	4,008	18.9
Subtotal of Small Firms	800	100.0	6,785	100.0
Subtotal of Medium Size Firms	146	100.0	8,665	100.0
Subtotal of Large Firms	12	100.0	5,758	100.0
Grand Total	958	100.0	21,208	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a plan care plan by answering yes on question 31. 73 wholesale trade firms, or 96.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	81	47.4	457	67.7
Medium Size Firms	16	53.3	26	66.7
Large Firms	4	80.0	582	92.5
All Size Firms	101	49.0	1,065	79.3
26% to 50%				
Small Firms	60	35.1	169	25.0
All Size Firms	60	29.1	169	12.6
51% to 75%				
Medium Size Firms	4	13.3	4	10.3
Large Firms	1	20.0	47	7.5
All Size Firms	5	2.4	51	3.8
76% to 99%				
Small Firms	30	17.5	49	7.3
Medium Size Firms	7	23.3	4	10.3
All Size Firms	37	18.0	53	3.9
100%				
Medium Size Firms	3	10.0	5	12.8
All Size Firms	3	1.5	5	0.4
Subtotal of Small Firms	171	100.0	675	100.0
Subtotal of Medium Size Firms	30	100.0	39	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	206	100.0	1,343	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 18 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	453	55.8	3,685	57.1
Medium Size Firms	55	38.5	1,259	34.5
Large Firms	6	85.7	1,388	93.7
All Size Firms	514	53.4	6,332	54.7
1% to 25%				
Small Firms	30	3.7	113	1.8
Medium Size Firms	12	8.4	340	9.3
All Size Firms	42	4.4	453	3.9
26% to 50%				
Small Firms	111	13.7	845	13.1
Medium Size Firms	31	21.7	699	19.2
All Size Firms	142	14.8	1,544	13.3
51% to 75%				
Small Firms	61	7.5	1,008	15.6
Medium Size Firms	7	4.9	179	4.9
Large Firms	1	14.3	93	6.3
All Size Firms	69	7.2	1,280	11.0
76% to 99%				
Small Firms	44	5.4	277	4.3
Medium Size Firms	35	24.5	912	25.0
All Size Firms	79	8.2	1,189	10.3
100%				
Small Firms	113	13.9	526	8.1
Medium Size Firms	3	2.1	261	7.2
All Size Firms	116	12.1	787	6.8
Subtotal of Small Firms	812	100.0	6,454	100.0
Subtotal of Medium Size Firms	143	100.0	3,650	100.0
Subtotal of Large Firms	7	100.0	1,481	100.0
Grand Total	962	100.0	11,585	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 70 wholesale trade firms, or 97.2% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	432	54.0	4,156	61.2
Medium Size Firms	61	40.9	4,017	45.8
Large Firms	11	84.6	4,939	79.8
All Size Firms	504	52.4	13,112	60.3
1% to 25%				
Small Firms	30	3.8	226	3.3
Medium Size Firms	12	8.1	415	4.7
All Size Firms	42	4.4	641	2.9
26% to 50%				
Small Firms	141	17.6	1,152	17.0
Medium Size Firms	31	20.8	1,428	16.3
All Size Firms	172	17.9	2,580	11.9
51% to 75%				
Small Firms	61	7.6	388	5.7
Medium Size Firms	7	4.7	356	4.1
Large Firms	1	7.7	664	10.7
All Size Firms	69	7.2	1,408	6.5
76% to 99%				
Small Firms	30	3.8	228	3.4
Medium Size Firms	35	23.5	2,304	26.3
Large Firms	1	7.7	585	9.5
All Size Firms	66	6.9	3,117	14.3
100%				
Small Firms	106	13.3	636	9.4
Medium Size Firms	3	2.0	256	2.9
All Size Firms	109	11.3	892	4.1
Subtotal of Small Firms	800	100.0	6,786	100.0
Subtotal of Medium Size Firms	149	100.0	8,776	100.0
Subtotal of Large Firms	13	100.0	6,188	100.0
Grand Total	962	100.0	21,750	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a plan care plan by answering yes on question 31. 75 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	111	64.9	486	71.9
Medium Size Firms	16	53.3	26	66.7
Large Firms	5	100.0	629	100.0
All Size Firms	132	64.1	1,141	84.9
26% to 50%				
Small Firms	30	17.5	141	20.9
Medium Size Firms	4	13.3	4	10.3
All Size Firms	34	16.5	145	10.8
76% to 99%				
Small Firms	30	17.5	49	7.2
Medium Size Firms	7	23.3	4	10.3
All Size Firms	37	18.0	53	3.9
100%				
Medium Size Firms	3	10.0	5	12.8
All Size Firms	3	1.5	5	0.4
Subtotal of Small Firms	171	100.0	676	100.0
Subtotal of Medium Size Firms	30	100.0	39	100.0
Subtotal of Large Firms	5	100.0	629	100.0
Grand Total	206	100.0	1,344	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a plan care plan by answering yes on question 31. 18 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salaried

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	282	25.8	2,932	36.1
Medium Size Firms	83	52.9	2,472	59.2
Large Firms	4	57.1	1,300	89.5
All Size Firms	369	29.4	6,704	48.7
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	140	12.8	1,492	18.4
Medium Size Firms	72	45.9	1,833	43.9
Large Firms	5	71.4	1,393	95.9
All Size Firms	217	17.3	4,718	34.3
WELLNESS PROGRAM				
Small Firms	118	10.8	987	12.1
Medium Size Firms	59	37.6	997	23.9
Large Firms	2	28.6	1,130	77.8
All Size Firms	179	14.3	3,114	22.6
VISION CARE PROGRAM				
Small Firms	364	33.4	3,013	37.1
Medium Size Firms	83	52.9	2,398	57.4
Large Firms	6	85.7	1,438	99.0
All Size Firms	453	36.1	6,849	49.8
PRESCRIPTION DRUG PLAN				
Small Firms	765	70.1	5,799	71.4
Medium Size Firms	133	84.7	3,739	89.5
Large Firms	7	100.0	1,453	100.0
All Size Firms	905	72.1	10,991	79.9
MENTAL HEALTH RIDER				
Small Firms	229	21.0	1,882	23.2
Medium Sized Firms	54	34.4	1,367	32.7
Large Firms	4	57.1	1,216	83.7
All Size Firms	287	22.9	4,465	32.5
LIFE INSURANCE				
Small Firms	906	83.0	7,414	91.3
Medium Size Firms	149	94.9	4,009	96.0
Large Firms	7	100.0	1,453	100.0
All Size Firms	1,062	84.6	12,876	93.6
ACCIDENTAL DEATH INSURANCE				
Small Firms	593	54.4	5,288	65.1
Medium Size Firms	112	71.3	3,376	80.8
Large Firms	6	85.7	1,408	96.9
All Size Firms	711	56.7	10,072	73.2

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	229	21.0	2,653	32.7
Medium Size Firms	79	50.3	2,342	56.1
Large Firms	4	57.1	1,300	89.5
All Size Firms	312	24.9	6,295	45.8
ILL CHILD DAYCARE				
Medium Size Firms	17	10.8	462	11.1
All Size Firms	17	1.4	462	3.4
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	44	4.0	381	4.7
Medium Size Firms	4	2.5	33	0.8
All Size Firms	48	3.8	414	3.0
ELDER DAYCARE (for an employee's relative)				
Medium Size Firms	4	2.5	33	0.8
All Size Firms	4	0.3	33	0.2
OTHER (please name)				
Small Firms	96	8.8	585	7.2
Medium Size Firms	10	6.4	517	12.4
All Size Firms	106	8.4	1,102	8.0
Subtotal of Small Firms	1,091	100.0	8,124	100.0
Subtotal of Medium Size Firms	157	100.0	4,177	100.0
Subtotal of Large Firms	7	100.0	1,453	100.0
Grand Total	1,255	100.0	13,754	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 84 firms, or 69.4% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	209	24.0	1,606	22.7
Medium Size Firms	80	49.1	5,041	53.3
Large Firms	1	8.3	1,245	22.5
All Size Firms	290	27.7	7,892	35.8
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	103	11.8	554	7.8
Medium Size Firms	72	44.2	4,188	44.3
Large Firms	2	16.7	1,909	34.5
All Size Firms	177	16.9	6,651	30.2
WELLNESS PROGRAM				
Small Firms	111	12.7	505	7.1
Medium Size Firms	55	33.7	3,025	32.0
Large Firms	1	8.3	585	10.6
All Size Firms	167	16.0	4,115	18.7
VISION CARE PROGRAM				
Small Firms	342	39.3	2,919	41.3
Medium Size Firms	89	54.6	5,997	63.5
Large Firms	7	58.3	3,338	60.4
All Size Firms	438	41.9	12,254	55.6
PRESCRIPTION DRUG PLAN				
Small Firms	589	67.6	4,935	69.8
Medium Size Firms	136	83.4	7,993	84.6
Large Firms	12	100.0	5,528	100.0
All Size Firms	737	70.5	18,456	83.7
MENTAL HEALTH RIDER				
Small Firms	148	17.0	490	6.9
Medium Sized Firms	54	33.1	2,377	25.2
Large Firms	4	33.3	1,759	31.8
All Size Firms	206	19.7	4,626	21.0
LIFE INSURANCE				
Small Firms	738	84.7	6,224	88.1
Medium Size Firms	156	95.7	9,118	96.5
Large Firms	12	100.0	5,528	100.0
All Size Firms	906	86.6	20,870	94.7
ACCIDENTAL DEATH INSURANCE				
Small Firms	468	53.7	4,178	59.1
Medium Size Firms	119	73.0	6,908	73.1
Large Firms	7	58.3	4,099	74.1
All Size Firms	594	56.8	15,185	68.9

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	185	21.2	1,648	23.3
Medium Size Firms	82	50.3	4,987	52.8
Large Firms	4	33.3	2,419	43.8
All Size Firms	271	25.9	9,054	41.1
ILL CHILD DAYCARE				
Medium Size Firms	10	6.1	301	3.2
All Size Firms	10	1.0	301	1.4
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Medium Size Firms	4	2.5	143	1.5
All Size Firms	4	0.4	143	0.6
ELDER DAYCARE (for an employee's relative)				
Medium Size Firms	4	2.5	143	1.5
All Size Firms	4	0.4	143	0.6
OTHER (please name)				
Small Firms	52	6.0	360	5.1
Medium Size Firms	10	6.1	514	5.4
All Size Firms	62	5.9	874	4.0
Subtotal of Small Firms	871	100.0	7,068	100.0
Subtotal of Medium Size Firms	163	100.0	9,449	100.0
Subtotal of Large Firms	12	100.0	5,528	100.0
Grand Total	1,046	100.0	22,045	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 69.5% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Medium Size Firms	30	71.4	50	56.8
Large Firms	1	25.0	250	81.7
All Size Firms	31	14.3	300	28.4
EMPLOYEE ASSISTANCE PROGRAM				
Medium Size Firms	15	35.7	22	25.0
Large Firms	1	25.0	250	81.7
All Size Firms	16	7.4	272	25.7
WELLNESS PROGRAM				
Medium Size Firms	8	19.0	18	20.5
All Size Firms	8	3.7	18	1.7
VISION CARE PROGRAM				
Small Firms	45	26.3	174	26.2
Medium Size Firms	17	40.5	40	45.5
Large Firms	1	25.0	250	81.7
All Size Firms	63	29.0	464	43.9
PRESCRIPTION DRUG PLAN				
Small Firms	96	56.1	462	69.6
Medium Size Firms	31	73.8	73	83.0
Large Firms	4	100.0	306	100.0
All Size Firms	131	60.4	841	79.5
MENTAL HEALTH RIDER				
Medium Sized Firms	10	23.8	25	28.4
Large Firms	3	75.0	56	18.3
All Size Firms	13	6.0	81	7.7
LIFE INSURANCE				
Small Firms	74	43.3	258	38.9
Medium Size Firms	34	81.0	53	60.2
Large Firms	4	100.0	306	100.0
All Size Firms	112	51.6	617	58.3
ACCIDENTAL DEATH INSURANCE				
Small Firms	45	26.3	61	9.2
Medium Size Firms	30	71.4	50	56.8
Large Firms	4	100.0	306	100.0
All Size Firms	79	36.4	417	39.4

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Medium Size Firms	26	61.9	41	46.6
Large Firms	4	100.0	306	100.0
All Size Firms	30	13.8	347	32.8
ILL CHILD DAYCARE				
Medium Size Firms	10	23.8	25	28.4
All Size Firms	10	4.6	25	2.4
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Medium Size Firms	4	9.5	13	14.8
All Size Firms	4	1.8	13	1.2
ELDER DAYCARE (for an employee's relative)				
Medium Size Firms	4	9.5	13	14.8
All Size Firms	4	1.8	13	1.2
OTHER (please name)				
Medium Size Firms	4	9.5	3	3.4
All Size Firms	4	1.8	3	0.3
Subtotal of Small Firms	171	100.0	664	100.0
Subtotal of Medium Size Firms	42	100.0	88	100.0
Subtotal of Large Firms	4	100.0	306	100.0
Grand Total	217	100.0	1,058	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 20 firms, or 17.0% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	489	26.1	2,174	19.3
Medium Size Firms	11	6.7	83	2.0
All Size Firms	500	24.4	2,257	12.9
NO WAITING PERIOD REQUIRED				
Small Firms	52	2.8	589	5.2
Medium Size Firms	13	7.9	455	11.0
Large Firms	1	8.3	1,084	52.7
All Size Firms	66	3.2	2,128	12.2
YES, 30 DAYS OR LESS				
Small Firms	298	15.9	2,167	19.2
Medium Size Firms	44	26.8	1,225	29.5
Large Firms	1	8.3	129	6.3
All Size Firms	343	16.7	3,521	20.1
31 to 60 DAYS				
Small Firms	244	13.0	1,542	13.7
Medium Size Firms	35	21.3	1,058	25.5
Large Firms	7	58.3	617	30.0
All Size Firms	286	13.9	3,217	18.4
61 to 90 DAYS				
Small Firms	417	22.2	2,547	22.6
Medium Size Firms	48	29.3	1,176	28.3
Large Firms	2	16.7	132	6.4
All Size Firms	467	22.7	3,855	22.1
MORE THAN 90 DAYS				
Small Firms	362	19.3	2,218	19.7
Medium Size Firms	13	7.9	158	3.8
Large Firms	1	8.3	93	4.5
All Size Firms	376	18.3	2,469	14.1
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	15	0.8	33	0.3
All Size Firms	15	0.7	33	0.2
Subtotal of Small Firms	1,877	100.0	11,270	100.0
Subtotal of Medium Size Firms	164	100.0	4,155	100.0
Subtotal of Large Firms	12	100.0	2,055	100.0
Grand Total	2,053	100.0	17,480	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 114 firms, or 94.2% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	347	21.9	3,035	23.3
Medium Size Firms	7	4.2	323	3.4
All Size Firms	354	20.0	3,358	11.7
NO WAITING PERIOD REQUIRED				
Small Firms	15	0.9	33	0.3
Medium Size Firms	13	7.8	522	5.5
Large Firms	1	8.3	950	15.3
All Size Firms	29	1.6	1,505	5.2
YES, 30 DAYS OR LESS				
Small Firms	172	10.8	1,635	12.5
Medium Size Firms	44	26.5	2,480	26.0
Large Firms	1	8.3	1,245	20.1
All Size Firms	217	12.3	5,360	18.6
31 to 60 DAYS				
Small Firms	269	16.9	2,165	16.6
Medium Size Firms	27	16.3	2,138	22.4
Large Firms	6	50.0	2,090	33.8
All Size Firms	302	17.1	6,393	22.2
61 to 90 DAYS				
Small Firms	462	29.1	3,605	27.6
Medium Size Firms	62	37.3	3,615	37.8
Large Firms	2	16.7	809	13.1
All Size Firms	526	29.8	8,029	27.9
MORE THAN 90 DAYS				
Small Firms	308	19.4	2,512	19.2
Medium Size Firms	10	6.0	371	3.9
Large Firms	1	8.3	664	10.7
All Size Firms	319	18.1	3,547	12.3
VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	15	0.9	65	0.5
Medium Size Firms	3	1.8	106	1.1
Large Firms	1	8.3	431	7.0
All Size Firms	19	1.1	602	2.1
Subtotal of Small Firms	1,588	100.0	13,050	100.0
Subtotal of Medium Size Firms	166	100.0	9,555	100.0
Subtotal of Large Firms	12	100.0	6,189	100.0
Grand Total	1,766	100.0	28,794	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 109 firms, or 92.4% of the wholesale trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	319	49.2	1,699	56.1
Medium Size Firms	10	24.4	276	87.3
All Size Firms	329	47.5	1,975	49.7
NO WAITING PERIOD REQUIRED				
Large Firms	1	25.0	47	7.5
All Size Firms	1	0.1	47	1.2
YES, 30 DAYS OR LESS				
Small Firms	37	5.7	328	10.8
Medium Size Firms	6	14.6	7	2.2
Large Firms	1	25.0	250	39.7
All Size Firms	44	6.3	585	14.7
31 to 60 DAYS				
Small Firms	45	6.9	157	5.2
Medium Size Firms	11	26.8	9	2.8
Large Firms	1	25.0	323	51.4
All Size Firms	57	8.2	489	12.3
61 to 90 DAYS				
Small Firms	141	21.8	673	22.2
Medium Size Firms	14	34.1	24	7.6
Large Firms	1	25.0	9	1.4
All Size Firms	156	22.5	706	17.8
MORE THAN 90 DAYS				
Small Firms	91	14.0	153	5.1
All Size Firms	91	13.1	153	3.9
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	15	2.3	16	0.5
All Size Firms	15	2.2	16	0.4
Subtotal of Small Firms	648	100.0	3,026	100.0
Subtotal of Medium Size Firms	41	100.0	316	100.0
Subtotal of Large Firms	4	100.0	629	100.0
Grand Total	693	100.0	3,971	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 52.7% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	883	46.0	3,409	30.0
Medium Size Firms	25	14.9	239	5.6
All Size Firms	908	43.3	3,648	21.2
DEFINED BENEFIT PLAN				
Small Firms	227	11.8	1,116	9.8
Medium Size Firms	14	8.3	457	10.7
Large Firms	2	25.0	1,178	77.2
All Size Firms	243	11.6	2,751	16.0
DEFINED CONTRIBUTION PLAN				
Small Firms	714	37.2	5,807	51.0
Medium Size Firms	140	83.3	3,998	93.5
Large Firms	7	87.5	1,433	93.9
All Size Firms	861	41.1	11,238	65.4
PROFIT SHARING				
Small Firms	170	8.9	1,448	12.7
Medium Size Firms	25	14.9	509	11.9
Large Firms	2	25.0	93	6.1
All Size Firms	197	9.4	2,050	11.9
OTHER (please name)				
Small Firms	119	6.2	860	7.6
Medium Size Firms	3	1.8	261	6.1
All Size Firms	122	5.8	1,121	6.5
Subtotal of Small Firms	1,919	100.0	11,378	100.0
Subtotal of Medium Size Firms	168	100.0	4,276	100.0
Subtotal of Large Firms	8	100.0	1,526	100.0
Grand Total	2,095	100.0	17,180	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	608	37.8	5,483	41.5
Medium Size Firms	21	12.4	880	9.1
All Size Firms	629	35.1	6,363	22.0
DEFINED BENEFIT PLAN				
Small Firms	108	6.7	891	6.7
Medium Size Firms	20	11.8	956	9.9
Large Firms	2	15.4	1,614	26.9
All Size Firms	130	7.3	3,461	12.0
DEFINED CONTRIBUTION PLAN				
Small Firms	715	44.4	5,173	39.2
Medium Size Firms	140	82.4	8,102	83.8
Large Firms	12	92.3	5,336	88.9
All Size Firms	867	48.4	18,611	64.5
PROFIT SHARING				
Small Firms	155	9.6	1,147	8.7
Medium Size Firms	28	16.5	1,972	20.4
Large Firms	2	15.4	1,909	31.8
All Size Firms	185	10.3	5,028	17.4
OTHER (please name)				
Small Firms	134	8.3	1,008	7.6
Medium Size Firms	3	1.8	256	2.6
All Size Firms	137	7.6	1,264	4.4
Subtotal of Small Firms	1,609	100.0	13,209	100.0
Subtotal of Medium Size Firms	170	100.0	9,663	100.0
Subtotal of Large Firms	13	100.0	6,001	100.0
Grand Total	1,792	100.0	28,873	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	573	69.3	2,505	75.1
Medium Size Firms	8	14.0	229	58.4
All Size Firms	581	65.3	2,734	62.1
DEFINED BENEFIT PLAN				
Small Firms	99	12.0	173	5.2
Large Firms	1	16.7	47	7.0
All Size Firms	100	11.2	220	5.0
DEFINED CONTRIBUTION PLAN				
Small Firms	111	13.4	599	18.0
Medium Size Firms	50	87.7	163	41.6
Large Firms	5	83.3	426	63.0
All Size Firms	166	18.7	1,188	27.0
PROFIT SHARING				
Small Firms	15	1.8	16	0.5
Medium Size Firms	9	15.8	53	13.5
Large Firms	1	16.7	250	37.0
All Size Firms	25	2.8	319	7.2
OTHER (please name)				
Small Firms	45	5.4	61	1.8
Medium Size Firms	3	5.3	5	1.3
All Size Firms	48	5.4	66	1.5
Subtotal of Small Firms	827	100.0	3,337	100.0
Subtotal of Medium Size Firms	57	100.0	392	100.0
Subtotal of Large Firms	6	100.0	676	100.0
Grand Total	890	100.0	4,405	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 64.9% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	163	16.2	1,309	17.1
Medium Size Firms	11	8.3	400	11.5
Large Firms	1	16.7	73	5.1
All Size Firms	175	15.3	1,782	14.2
EMPLOYER ONLY				
Small Firms	269	26.7	1,875	24.5
Medium Size Firms	3	2.3	99	2.8
All Size Firms	272	23.7	1,974	15.7
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	174	17.3	1,099	14.4
Medium Size Firms	18	13.6	375	10.8
Large Firms	2	33.3	101	7.0
All Size Firms	194	16.9	1,575	12.5
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	83	8.2	1,027	13.4
Medium Size Firms	7	5.3	119	3.4
All Size Firms	90	7.9	1,146	9.1
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	319	31.6	2,333	30.5
Medium Size Firms	93	70.5	2,493	71.5
Large Firms	3	50.0	1,259	87.9
All Size Firms	415	36.2	6,085	48.4
Subtotal of Small Firms	1,008	100.0	7,643	100.0
Subtotal of Medium Size Firms	132	100.0	3,486	100.0
Subtotal of Large Firms	6	100.0	1,433	100.0
Grand Total	1,146	100.0	12,562	100.0

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

73 wholesale trade firms, or 86.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	192	19.8	1,303	17.0
Medium Size Firms	11	8.3	1,078	13.9
Large Firms	1	8.3	661	12.4
All Size Firms	204	18.3	3,042	14.7
EMPLOYER ONLY				
Small Firms	150	15.4	1,259	16.5
Medium Size Firms	3	2.3	108	1.4
All Size Firms	153	13.7	1,367	6.6
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	204	21.0	1,332	17.4
Medium Size Firms	24	18.2	2,119	27.4
Large Firms	1	8.3	431	8.1
All Size Firms	229	20.5	3,882	18.7
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	47	4.8	305	4.0
Medium Size Firms	7	5.3	265	3.4
Large Firms	5	41.7	1,429	26.8
All Size Firms	59	5.3	1,999	9.7
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	378	38.9	3,446	45.1
Medium Size Firms	87	65.9	4,162	53.8
Large Firms	5	41.7	2,815	52.8
All Size Firms	470	42.2	10,423	50.3
Subtotal of Small Firms	971	100.0	7,645	100.0
Subtotal of Medium Size Firms	132	100.0	7,732	100.0
Subtotal of Large Firms	12	100.0	5,336	100.0
Grand Total	1,115	100.0	20,713	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 75 wholesale trade firms, or 84.3% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	45	16.7	129	14.6
Medium Size Firms	4	9.8	17	11.2
Large Firms	1	25.0	323	85.2
All Size Firms	50	15.9	469	33.2
EMPLOYER ONLY				
Small Firms	133	49.4	434	49.3
Medium Size Firms	3	7.3	47	30.9
All Size Firms	136	43.3	481	34.1
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	32	11.9	96	10.9
All Size Firms	32	10.2	96	6.8
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	59	21.9	222	25.2
Medium Size Firms	34	82.9	88	57.9
Large Firms	3	75.0	56	14.8
All Size Firms	96	30.6	366	25.9
Subtotal of Small Firms	269	100.0	881	100.0
Subtotal of Medium Size Firms	41	100.0	152	100.0
Subtotal of Large Firms	4	100.0	379	100.0
Grand Total	314	100.0	1,412	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 23 wholesale trade firms, or 44.2% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	1,616	84.2	8,710	75.8
Medium Size Firms	64	38.1	1,147	26.8
Large Firms	8	61.5	719	35.0
All Size Firms	1,688	80.4	10,576	59.3
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium Size Firms	6	3.6	155	3.6
All Size Firms	6	0.3	155	0.9
YES, BASED ON COURSE GRADE				
Small Firms	192	10.0	1,827	15.9
Medium Size Firms	55	32.7	1,732	40.5
Large Firms	3	23.1	1,158	56.3
All Size Firms	250	11.9	4,717	26.5
YES, MUST BE JOB RELATED				
Small Firms	207	10.8	1,978	17.2
Medium Size Firms	81	48.2	2,323	54.3
Large Firms	4	30.8	253	12.3
All Size Firms	292	13.9	4,554	25.5
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	88	4.6	1,033	9.0
Medium Size Firms	22	13.1	220	5.1
All Size Firms	110	5.2	1,253	7.0
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	52	2.7	704	6.1
Medium Size Firms	6	3.6	73	1.7
All Size Firms	58	2.8	777	4.4
Subtotal of Small Firms	1,919	100.0	11,496	100.0
Subtotal of Medium Size Firms	168	100.0	4,275	100.0
Subtotal of Large Firms	13	100.0	2,056	100.0
Grand Total	2,100	100.0	17,827	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	1,297	79.9	10,148	76.4
Medium Size Firms	60	36.1	2,391	25.5
Large Firms	9	64.3	4,086	62.0
All Size Firms	1,366	75.8	16,625	56.8
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium Size Firms	6	3.6	388	4.1
All Size Firms	6	0.3	388	1.3
YES, BASED ON COURSE GRADE				
Small Firms	156	9.6	1,537	11.6
Medium Size Firms	55	33.1	3,606	38.4
Large Firms	3	21.4	1,611	24.5
All Size Firms	214	11.9	6,754	23.1
YES, MUST BE JOB RELATED				
Small Firms	230	14.2	2,273	17.1
Medium Size Firms	83	50.0	5,408	57.6
Large Firms	4	28.6	1,549	23.5
All Size Firms	317	17.6	9,230	31.6
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	52	3.2	114	0.9
Medium Size Firms	25	15.1	1,892	20.2
All Size Firms	77	4.3	2,006	6.9
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	52	3.2	114	0.9
Medium Size Firms	6	3.6	304	3.2
All Size Firms	58	3.2	418	1.4
Subtotal of Small Firms	1,623	100.0	13,276	100.0
Subtotal of Medium Size Firms	166	100.0	9,382	100.0
Subtotal of Large Firms	14	100.0	6,586	100.0
Grand Total	1,803	100.0	29,244	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	804	96.4	3,199	97.4
Medium Size Firms	24	50.0	402	83.2
Large Firms	3	42.9	301	44.3
All Size Firms	831	93.5	3,902	87.8
YES, BASED ON COURSE GRADE				
Small Firms	30	3.6	85	2.6
Medium Size Firms	17	35.4	60	12.4
Large Firms	3	42.9	371	54.6
All Size Firms	50	5.6	516	11.6
YES, MUST BE JOB RELATED				
Small Firms	30	3.6	85	2.6
Medium Size Firms	21	43.8	76	15.7
Large Firms	3	42.9	332	48.8
All Size Firms	54	6.1	493	11.1
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium Size Firms	7	14.6	51	10.6
All Size Firms	7	0.8	51	1.1
Subtotal of Small Firms	834	100.0	3,283	100.0
Subtotal of Medium Size Firms	48	100.0	483	100.0
Subtotal of Large Firms	7	100.0	680	100.0
Grand Total	889	100.0	4,446	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 64.9% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	30	10.4	141	5.3
All Size Firms	30	7.6	141	2.0
26% to 50%				
Medium Size Firms	14	13.7	565	18.3
Large Firms	2	50.0	1,178	88.1
All Size Firms	16	4.1	1,743	24.6
51% to 75%				
Small Firms	37	12.8	328	12.4
Large Firms	1	25.0	73	5.5
All Size Firms	38	9.6	401	5.7
76% to 99%				
Medium Size Firms	4	3.9	40	1.3
All Size Firms	4	1.0	40	0.6
100%				
Small Firms	222	76.8	2,186	82.3
Medium Size Firms	84	82.4	2,480	80.4
Large Firms	1	25.0	86	6.4
All Size Firms	307	77.7	4,752	67.1
Subtotal of Small Firms	289	100.0	2,655	100.0
Subtotal of Medium Size Firms	102	100.0	3,085	100.0
Subtotal of Large Firms	4	100.0	1,337	100.0
Grand Total	395	100.0	7,077	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 37 wholesale trade firms, or 84.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	45	16.0	527	20.4
All Size Firms	45	11.5	527	4.4
26% to 50%				
Medium Size Firms	4	3.8	142	2.1
Large Firms	2	50.0	1,614	64.6
All Size Firms	6	1.5	1,756	14.7
51% to 75%				
Medium Size Firms	4	3.8	108	1.6
Large Firms	1	25.0	661	26.5
All Size Firms	5	1.3	769	6.4
76% to 99%				
Medium Size Firms	4	3.8	267	3.9
All Size Firms	4	1.0	267	2.2
100%				
Small Firms	237	84.0	2,057	79.6
Medium Size Firms	92	88.5	6,364	92.5
Large Firms	1	25.0	224	9.0
All Size Firms	330	84.6	8,645	72.3
Subtotal of Small Firms	282	100.0	2,584	100.0
Subtotal of Medium Size Firms	104	100.0	6,881	100.0
Subtotal of Large Firms	4	100.0	2,499	100.0
Grand Total	390	100.0	11,964	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 39 wholesale trade firms, or 79.6% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
26% to 50%				
Large Firms	1	33.3	47	12.4
All Size Firms	1	1.8	47	8.6
51% to 75%				
Large Firms	1	33.3	323	85.2
All Size Firms	1	1.8	323	59.3
100%				
Small Firms	30	100.0	85	100.0
Medium Size Firms	24	100.0	81	100.0
Large Firms	1	33.3	9	2.4
All Size Firms	55	96.5	175	32.1
Subtotal of Small Firms	30	100.0	85	100.0
Subtotal of Medium Size Firms	24	100.0	81	100.0
Subtotal of Large Firms	3	100.0	379	100.0
Grand Total	57	100.0	545	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 10 wholesale trade firms, or 27.8% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,463	74.8	7,327	63.7
Medium Size Firms	53	31.5	1,204	28.1
Large Firms	5	62.5	382	25.0
All Size Firms	1,521	71.3	8,913	51.5
YES, FOR HEALTH EXPENSES				
Small Firms	477	24.4	3,679	32.0
Medium Size Firms	108	64.3	2,923	68.2
Large Firms	3	37.5	1,144	75.0
All Size Firms	588	27.6	7,746	44.7
YES, FOR CHILDCARE EXPENSES				
Small Firms	236	12.1	2,243	19.5
Medium Size Firms	78	46.4	2,474	57.8
Large Firms	2	25.0	1,099	72.0
All Size Firms	316	14.8	5,816	33.6
YES, OTHER EXPENSES (please name)				
Small Firms	45	2.3	589	5.1
Medium Size Firms	6	3.6	155	3.6
All Size Firms	51	2.4	744	4.3
Subtotal of Small Firms	1,956	100.0	11,509	100.0
Subtotal of Medium Size Firms	168	100.0	4,283	100.0
Subtotal of Large Firms	8	100.0	1,526	100.0
Grand Total	2,132	100.0	17,318	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,197	70.5	9,701	70.5
Medium Size Firms	49	29.3	3,136	33.2
Large Firms	6	75.0	3,379	71.0
All Size Firms	1,252	66.9	16,216	58.0
YES, FOR HEALTH EXPENSES				
Small Firms	485	28.6	3,666	26.6
Medium Size Firms	111	66.5	5,916	62.7
Large Firms	2	25.0	1,381	29.0
All Size Firms	598	31.9	10,963	39.2
YES, FOR CHILDCARE EXPENSES				
Small Firms	200	11.8	587	4.3
Medium Size Firms	81	48.5	4,723	50.0
Large Firms	2	25.0	1,381	29.0
All Size Firms	283	15.1	6,691	23.9
YES, OTHER EXPENSES (please name)				
Small Firms	45	2.7	503	3.7
Medium Size Firms	6	3.6	388	4.1
All Size Firms	51	2.7	891	3.2
Subtotal of Small Firms	1,697	100.0	13,758	100.0
Subtotal of Medium Size Firms	167	100.0	9,439	100.0
Subtotal of Large Firms	8	100.0	4,760	100.0
Grand Total	1,872	100.0	27,957	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	767	87.4	3,055	88.0
Medium Size Firms	24	40.7	452	88.8
Large Firms	5	71.4	586	86.2
All Size Firms	796	84.3	4,093	87.8
YES, FOR HEALTH EXPENSES				
Small Firms	111	12.6	418	12.0
Medium Size Firms	34	57.6	57	11.2
Large Firms	2	28.6	94	13.8
All Size Firms	147	15.6	569	12.2
YES, FOR CHILDCARE EXPENSES				
Small Firms	67	7.6	244	7.0
Medium Size Firms	31	52.5	54	10.6
Large Firms	2	28.6	94	13.8
All Size Firms	100	10.6	392	8.4
Subtotal of Small Firms	878	100.0	3,473	100.0
Subtotal of Medium Size Firms	59	100.0	509	100.0
Subtotal of Large Firms	7	100.0	680	100.0
Grand Total	944	100.0	4,662	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 53 firms, or 71.6% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,911	98.5	11,392	99.3
Medium Size Firms	168	100.0	4,283	100.0
Large Firms	13	100.0	2,056	100.0
All Size Firms	2,092	98.6	17,731	99.5
YES, ON-SITE FACILITY				
Small Firms	30	1.5	85	0.7
All Size Firms	30	1.4	85	0.5
Subtotal of Small Firms	1,941	100.0	11,477	100.0
Subtotal of Medium Size Firms	168	100.0	4,283	100.0
Subtotal of Large Firms	13	100.0	2,056	100.0
Grand Total	2,122	100.0	17,816	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,652	100.0	13,547	100.0
Medium Size Firms	164	98.2	8,947	94.8
Large Firms	14	100.0	6,586	100.0
All Size Firms	1,830	99.8	29,080	98.3
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Medium Size Firms	3	1.8	492	5.2
All Size Firms	3	0.2	492	1.7
Subtotal of Small Firms	1,652	100.0	13,547	100.0
Subtotal of Medium Size Firms	167	100.0	9,439	100.0
Subtotal of Large Firms	14	100.0	6,586	100.0
Grand Total	1,833	100.0	29,572	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	938	100.0	3,631	100.0
Medium Size Firms	59	100.0	509	100.0
Large Firms	7	100.0	680	100.0
All Size Firms	1,004	100.0	4,820	100.0
Subtotal of Small Firms	938	100.0	3,631	100.0
Subtotal of Medium Size Firms	59	100.0	509	100.0
Subtotal of Large Firms	7	100.0	680	100.0
Grand Total	1,004	100.0	4,820	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 56 firms, or 75.7% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

WHOLESALE TRADE
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,665	88.1	10,032	88.3
Medium Size Firms	146	90.7	3,368	84.7
Large Firms	10	83.3	898	45.3
All Size Firms	1,821	88.3	14,298	82.6
FLEX-TIME				
Small Firms	217	11.5	1,042	9.2
Medium Size Firms	13	8.1	512	12.9
Large Firms	1	8.3	1,084	54.7
All Size Firms	231	11.2	2,638	15.2
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	37	2.0	525	4.6
Medium Size Firms	3	1.9	99	2.5
All Size Firms	40	1.9	624	3.6
TELECOMMUTING (work at home)				
Medium Size Firms	6	3.7	195	4.9
All Size Firms	6	0.3	195	1.1
Subtotal of Small Firms	1,889	100.0	11,355	100.0
Subtotal of Medium Size Firms	161	100.0	3,977	100.0
Subtotal of Large Firms	12	100.0	1,982	100.0
Grand Total	2,062	100.0	17,314	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 112 firms, or 92.6% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,430	87.7	11,513	86.8
Medium Size Firms	142	86.6	7,966	89.0
Large Firms	11	78.6	4,975	75.5
All Size Firms	1,583	87.6	24,454	84.9
FLEX-TIME				
Small Firms	193	11.8	1,647	12.4
Medium Size Firms	13	7.9	417	4.7
Large Firms	3	21.4	1,611	24.5
All Size Firms	209	11.6	3,675	12.8
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	37	2.3	263	2.0
Medium Size Firms	10	6.1	494	5.5
All Size Firms	47	2.6	757	2.6
TELECOMMUTING (work at home)				
Medium Size Firms	3	1.8	179	2.0
All Size Firms	3	0.2	179	0.6
Subtotal of Small Firms	1,630	100.0	13,260	100.0
Subtotal of Medium Size Firms	164	100.0	8,948	100.0
Subtotal of Large Firms	14	100.0	6,586	100.0
Grand Total	1,808	100.0	28,794	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 93.2% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	640	69.3	2,819	78.0
Medium Size Firms	43	82.7	431	88.0
Large Firms	4	66.7	309	86.6
All Size Firms	687	70.0	3,559	79.8
FLEX-TIME				
Small Firms	283	30.7	796	22.0
Medium Size Firms	9	17.3	59	12.0
Large Firms	2	33.3	48	13.4
All Size Firms	294	30.0	903	20.2
Subtotal of Small Firms	923	100.0	3,615	100.0
Subtotal of Medium Size Firms	52	100.0	490	100.0
Subtotal of Large Firms	6	100.0	357	100.0
Grand Total	981	100.0	4,462	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 52 firms, or 70.3% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response are omitted from this table.

WHOLESALE TRADE

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	1,370	95.9	9,251	97.3
Medium Size Firms	117	86.0	3,256	90.3
Large Firms	6	75.0	1,360	89.1
All Size Firms	1,493	94.9	13,867	94.7
SHIFT DIFFERENTIAL				
Small Firms	59	4.1	211	2.2
Medium Size Firms	36	26.5	645	17.9
Large Firms	3	37.5	1,307	85.6
All Size Firms	98	6.2	2,163	14.8
LONGEVITY PAY				
Small Firms	81	5.7	502	5.3
Large Firms	1	12.5	73	4.8
All Size Firms	82	5.2	575	3.9
STOCK OPTIONS				
Small Firms	88	6.2	886	9.3
Medium Size Firms	28	20.6	947	26.3
Large Firms	2	25.0	1,214	79.6
All Size Firms	118	7.5	3,047	20.8
OTHER (please name)				
Small Firms	30	2.1	146	1.5
Medium Size Firms	4	2.9	259	7.2
All Size Firms	34	2.2	405	2.8
Subtotal of Small Firms	1,429	100.0	9,506	100.0
Subtotal of Medium Size Firms	136	100.0	3,604	100.0
Subtotal of Large Firms	8	100.0	1,526	100.0
Grand Total	1,573	100.0	14,636	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 91 firms, or 75.2% of the wholesale trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	1,103	85.7	7,061	79.9
Medium Size Firms	86	67.2	4,508	63.9
Large Firms	6	75.0	3,400	71.9
All Size Firms	1,195	84.0	14,969	72.6
SHIFT DIFFERENTIAL				
Small Firms	104	8.1	1,097	12.4
Medium Size Firms	62	48.4	4,288	60.8
Large Firms	4	50.0	3,444	72.9
All Size Firms	170	11.9	8,829	42.8
LONGEVITY PAY				
Small Firms	81	6.3	314	3.6
Medium Size Firms	3	2.3	205	2.9
Large Firms	1	12.5	661	14.0
All Size Firms	85	6.0	1,180	5.7
STOCK OPTIONS				
Small Firms	88	6.8	295	3.3
Medium Size Firms	6	4.7	289	4.1
Large Firms	2	25.0	2,194	46.4
All Size Firms	96	6.7	2,778	13.5
OTHER (please name)				
Small Firms	74	5.7	789	8.9
Medium Size Firms	4	3.1	280	4.0
Large Firms	1	12.5	585	12.4
All Size Firms	79	5.6	1,654	8.0
Subtotal of Small Firms	1,287	100.0	8,840	100.0
Subtotal of Medium Size Firms	128	100.0	7,050	100.0
Subtotal of Large Firms	8	100.0	4,726	100.0
Grand Total	1,423	100.0	20,616	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 86 firms, or 72.9% of the wholesale trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

WHOLESALE TRADE
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	618	97.6	2,072	99.2
Medium Size Firms	20	74.1	41	89.1
Large Firms	4	66.7	306	48.3
All Size Firms	642	96.4	2,419	87.4
SHIFT DIFFERENTIAL				
Medium Size Firms	11	40.7	11	23.9
Large Firms	2	33.3	297	46.9
All Size Firms	13	2.0	308	11.1
LONGEVITY PAY				
Large Firms	1	16.7	323	51.0
All Size Firms	1	0.2	323	11.7
STOCK OPTIONS				
Large Firms	2	33.3	297	46.9
All Size Firms	2	0.3	297	10.7
OTHER (please name)				
Small Firms	15	2.4	16	0.8
Large Firms		250.0	4	0.6
All Size Firms	15	2.3	20	0.7
Subtotal of Small Firms	633	100.0	2,088	100.0
Subtotal of Medium Size Firms	27	100.0	46	100.0
Subtotal of Large Firms	6	100.0	633	100.0
Grand Total	666	100.0	2,767	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 47.3% of the wholesale trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
All Employee Categories

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	1,269	57.6	14,842	51.5
Medium Size Firms	40	23.8	3,518	25.1
Large Firms	2	15.4	1,499	16.3
All Size Firms	1,311	55.0	19,859	38.2
16% to 20%				
Small Firms	567	25.7	6,625	23.0
Medium Size Firms	47	28.0	3,255	23.2
Large Firms	1	7.7	319	3.5
All Size Firms	615	25.8	10,199	19.6
21% to 25%				
Small Firms	147	6.7	3,494	12.1
Medium Size Firms	24	14.3	2,274	16.2
Large Firms	1	7.7	493	5.4
All Size Firms	172	7.2	6,261	12.0
26% to 30%				
Small Firms	115	5.2	1,736	6.0
Medium Size Firms	26	15.5	2,479	17.7
Large Firms	7	53.8	5,534	60.2
All Size Firms	148	6.2	9,749	18.7
MORE THAN 30%				
Small Firms	105	4.8	2,142	7.4
Medium Size Firms	31	18.5	2,478	17.7
Large Firms	2	15.4	1,347	14.7
All Size Firms	138	5.8	5,967	11.5
Subtotal of Small Firms	2,203	100.0	28,839	100.0
Subtotal of Medium Size Firms	168	100.0	14,004	100.0
Subtotal of Large Firms	13	100.0	9,192	100.0
Grand Total	2,384	100.0	52,035	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees that responded to this question. 129 firms, or 97.0% of the applicable wholesale trade firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

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 Hourly	Part- Time Hourly	All Employees
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HOLIDAYS

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

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

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

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

PERSONAL LEAVE

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

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

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

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



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 Salary	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) _____

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

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

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

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

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



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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