

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

F.I.R.E.

(FINANCE. INSURANCE. REAL ESTATE)



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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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.

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

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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%.

F.I.R.E.

Salaried

TABLE 1W: Number of Paid Holidays Offered for Oklahoma Salaried F.I.R.E. Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	79	4.8	321	2.6
Medium Size Firms	11	10.5	418	11.5
All Size Firms	90	5.0	739	2.9
SIX HOLIDAYS				
Small Firms	207	12.6	1,188	9.5
Medium Size Firms	10	9.5	236	6.5
Large Firms	5	15.6	323	3.4
All Size Firms	222	12.5	1,747	6.8
SEVEN HOLIDAYS				
Small Firms	126	7.7	729	5.8
Medium Size Firms	7	6.7	300	8.3
All Size Firms	133	7.5	1,029	4.0
EIGHT HOLIDAYS				
Small Firms	492	29.9	2,970	23.8
Medium Size Firms	7	6.7	508	14.0
Large Firms	2	6.3	22	0.2
All Size Firms	501	28.1	3,500	13.7
NINE HOLIDAYS				
Small Firms	214	13.0	2,510	20.1
Medium Size Firms	13	12.4	337	9.3
Large Firms	6	18.8	539	5.7
All Size Firms	233	13.1	3,386	13.3
TEN HOLIDAYS				
Small Firms	230	14.0	2,670	21.4
Medium Sized Firms	44	41.9	1,239	34.2
Large Firms	9	28.1	4,236	44.9
All Size Firms	283	15.9	8,145	31.9
ELEVEN HOLIDAYS				
Small Firms	160	9.7	878	7.0
Medium Size Firms	13	12.4	587	16.2
Large Firms	10	31.3	4,314	45.7
All Size Firms	183	10.3	5,779	22.6
TWELVE or MORE HOLIDAYS				
Small Firms	138	8.4	1,202	9.6
All Size Firms	138	7.7	1,202	4.7
Subtotal of Small Firms	1,646	100.0	12,468	100.0
Subtotal of Medium Size Firms	105	100.0	3,625	100.0
Subtotal of Large Firms	32	100.0	9,434	100.0
Grand Total	1,783	100.0	25,527	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees that responded to this question. 98 F.I.R.E. firms, or 97.0% of the F.I.R.E. firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E.

Full-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	45	4.0	370	5.1
Medium Size Firms	16	14.2	1,312	20.1
All Size Firms	61	4.8	1,682	6.7
SIX HOLIDAYS				
Small Firms	182	16.2	989	13.6
Medium Size Firms	4	3.5	162	2.5
Large Firms	5	17.9	2,386	21.3
All Size Firms	191	15.1	3,537	14.1
SEVEN HOLIDAYS				
Small Firms	68	6.1	420	5.8
Medium Size Firms	7	6.2	165	2.5
All Size Firms	75	5.9	585	2.3
EIGHT HOLIDAYS				
Small Firms	366	32.6	2,248	30.9
Medium Size Firms	6	5.3	606	9.3
Large Firms	2		1,123	10.0
All Size Firms	374	29.6	3,977	15.9
NINE HOLIDAYS				
Small Firms	190	16.9	906	12.5
Medium Size Firms	16	14.2	862	13.2
Large Firms	6	21.4	1,455	13.0
All Size Firms	212	16.8	3,223	12.9
TEN HOLIDAYS				
Small Firms	139	12.4	1,376	18.9
Medium Sized Firms	45	39.8	2,416	37.0
Large Firms	9	32.1	3,244	29.0
All Size Firms	193	15.3	7,036	28.1
ELEVEN HOLIDAYS				
Small Firms	94	8.4	623	8.6
Medium Size Firms	19	16.8	1,011	15.5
Large Firms	6	21.4	2,977	26.6
All Size Firms	119	9.4	4,611	18.4
TWELVE or MORE HOLIDAYS				
Small Firms	37	3.3	343	4.7
All Size Firms	37	2.9	343	1.4
Subtotal of Small Firms	1,121	100.0	7,275	100.0
Subtotal of Medium Size Firms	113	100.0	6,534	100.0
Subtotal of Large Firms	28	100.0	11,185	100.0
Grand Total	1,262	100.0	24,994	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 F.I.R.E. firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E.

Part-time Hourly

TABLE 1Y: Number of Paid Holidays Offered for Oklahoma Part-time Hourly F.I.R.E. Employees by Firm Size.*

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	37	6.8	14	1.5
Medium Size Firms	16	21.9	196	30.4
All Size Firms	53	8.2	210	8.6
SIX HOLIDAYS				
Small Firms	64	11.7	39	4.2
Large Firms	4	18.2	107	12.4
All Size Firms	68	10.6	146	6.0
SEVEN HOLIDAYS				
Small Firms	40	7.3	93	9.9
Medium Size Firms	3	4.1	8	1.2
All Size Firms	43	6.7	101	4.1
EIGHT HOLIDAYS				
Small Firms	152	27.7	213	22.8
Medium Size Firms	7	9.6	164	25.4
Large Firms	2	9.1	26	3.0
All Size Firms	161	25.0	403	16.5
NINE HOLIDAYS				
Small Firms	118	21.5	271	29.0
Medium Size Firms	10	13.7	35	5.4
Large Firms	6	27.3	43	5.0
All Size Firms	134	20.8	349	14.3
TEN HOLIDAYS				
Small Firms	76	13.9	167	17.8
Medium Sized Firms	24	32.9	112	17.4
Large Firms	5	22.7	343	39.8
All Size Firms	105	16.3	622	25.5
ELEVEN HOLIDAYS				
Small Firms	21	3.8	71	7.6
Medium Size Firms	13	17.8	130	20.2
Large Firms	5	22.7	343	39.8
All Size Firms	39	6.1	544	22.3
TWELVE or MORE HOLIDAYS				
Small Firms	40	7.3	68	7.3
All Size Firms	40	6.2	68	2.8
Subtotal of Small Firms	548	100.0	936	100.0
Subtotal of Medium Size Firms	73	100.0	645	100.0
Subtotal of Large Firms	22	100.0	862	100.0
Grand Total	643	100.0	2,443	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 50 F.I.R.E. firms, or 65.0% of the F.I.R.E. firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E.
Salaried

TABLE 2V: Holidays Offered for Oklahoma Salaried F.I.R.E. Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,585	96.3	12,293	98.6
Medium Size Firms	99	94.3	3,297	91.0
Large Firms	28	87.5	9,361	99.2
All Size Firms	1,712	96.0	24,951	97.7
MARTIN LUTHER KING DAY				
Small Firms	402	24.4	4,119	33.0
Medium Size Firms	33	31.4	1,452	40.1
Large Firms	17	53.1	8,539	90.5
All Size Firms	452	25.4	14,110	55.3
PRESIDENT'S DAY				
Small Firms	518	31.5	5,155	41.3
Medium Size Firms	39	37.1	1,549	42.7
Large Firms	15	46.9	7,401	78.5
All Size Firms	572	32.1	14,105	55.3
GOOD FRIDAY				
Small Firms	265	16.1	3,792	30.4
Medium Size Firms	7	6.7	179	4.9
Large Firms	5	15.6	1,498	15.9
All Size Firms	277	15.5	5,469	21.4
MEMORIAL DAY				
Small Firms	1,541	93.6	11,069	88.8
Medium Size Firms	98	93.3	3,537	97.6
Large Firms	31	96.9	9,435	100.0
All Size Firms	1,670	93.7	24,041	94.2
INDEPENDENCE DAY				
Small Firms	1,496	90.9	11,636	93.3
Medium Sized Firms	98	93.3	3,537	97.6
Large Firms	31	96.9	9,435	100.0
All Size Firms	1,625	91.1	24,608	96.4
LABOR DAY				
Small Firms	1,577	95.8	11,987	96.1
Medium Size Firms	93	88.6	3,429	94.6
Large Firms	28	87.5	9,237	97.9
All Size Firms	1,698	95.2	24,653	96.6
COLUMBUS DAY				
Small Firms	348	21.1	3,651	29.3
Medium Size Firms	37	35.2	1,571	43.3
Large Firms	9	28.1	4,219	44.7
All Size Firms	394	22.1	9,441	37.0
ELECTION DAY				
Small Firms	74	4.5	162	1.3
Medium Size Firms	6	5.7	356	9.8
All Size Firms	80	4.5	518	2.0

TABLE 2V: Holidays, F.I.R.E., Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	357	21.7	3,657	29.3
Medium Size Firms	33	31.4	1,452	40.1
Large Firms	9	28.1	3,764	39.9
All Size Firms	399	22.4	8,873	34.8
THANKSGIVING DAY				
Small Firms	1,578	95.9	12,211	97.9
Medium Size Firms	104	99.0	3,626	100.0
Large Firms	31	96.9	9,435	100.0
All Size Firms	1,713	96.1	25,272	99.0
DAY AFTER THANKSGIVING				
Small Firms	1,139	69.2	7,934	63.6
Medium Size Firms	46	43.8	1,366	37.7
Large Firms	18	56.3	5,358	56.8
All Size Firms	1,203	67.5	14,658	57.4
CHRISTMAS EVE DAY				
Small Firms	543	33.0	2,955	23.7
Medium Size Firms	37	35.2	798	22.0
Large Firms	4	12.5	209	2.2
All Size Firms	584	32.8	3,962	15.5
CHRISTMAS DAY				
Small Firms	1,646	100.0	12,469	100.0
Medium Size Firms	104	99.0	3,626	100.0
Large Firms	31	96.9	9,435	100.0
All Size Firms	1,781	99.9	25,530	100.0
NEW YEAR'S EVE DAY				
Small Firms	505	30.7	4,004	32.1
Medium Size Firms	27	25.7	619	17.1
Large Firms	19	59.4	7,578	80.3
All Size Firms	551	30.9	12,201	47.8
BIRTHDAY				
Small Firms	153	9.3	938	7.5
Large Firms	5	15.6	231	2.4
All Size Firms	158	8.9	1,169	4.6
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	246	14.9	1,639	13.1
Medium Size Firms	21	20.0	317	8.7
Large Firms	3	9.4	171	1.8
All Size Firms	270	15.1	2,127	8.3
OTHER (please name)				
Small Firms	191	11.6	1,924	15.4
Medium Size Firms	26	24.8	757	20.9
Large Firms	6	18.8	1,479	15.7
All Size Firms	223	12.5	4,160	16.3
Offering Holiday(s) Totals				
Subtotal of Small Firms	1,646	100.0	12,468	100.0
Subtotal of Medium Size Firms	105	100.0	3,625	100.0
Subtotal of Large Firms	32	100.0	9,434	100.0
Grand Total	1,783	100.0	25,527	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees that responded to this question. 98 F.I.R.E. firms, or 97.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

F.I.R.E.
Full-time Hourly

TABLE 2W: Holidays Offered for Oklahoma Full-time Hourly F.I.R.E. Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	1,107	98.8	7,046	96.9
Medium Size Firms	108	95.6	6,061	92.8
Large Firms	24	85.7	9,728	87.0
All Size Firms	1,239	98.2	22,835	91.4
MARTIN LUTHER KING DAY				
Small Firms	307	27.4	2,679	36.8
Medium Size Firms	41	36.3	2,345	35.9
Large Firms	14	50.0	5,979	53.5
All Size Firms	362	28.7	11,003	44.0
PRESIDENT'S DAY				
Small Firms	315	28.1	2,347	32.3
Medium Size Firms	48	42.5	2,419	37.0
Large Firms	11	39.3	4,349	38.9
All Size Firms	374	29.6	9,115	36.5
GOOD FRIDAY				
Small Firms	115	10.3	728	10.0
Medium Size Firms	18	15.9	1,549	23.7
Large Firms	5	17.9	2,077	18.6
All Size Firms	138	10.9	4,354	17.4
MEMORIAL DAY				
Small Firms	1,075	95.9	6,905	94.9
Medium Size Firms	103	91.2	5,695	87.2
Large Firms	27	96.4	11,185	100.0
All Size Firms	1,205	95.5	23,785	95.2
INDEPENDENCE DAY				
Small Firms	957	85.4	5,878	80.8
Medium Sized Firms	103	91.2	5,695	87.2
Large Firms	27	96.4	11,185	100.0
All Size Firms	1,087	86.1	22,758	91.1
LABOR DAY				
Small Firms	1,052	93.8	6,804	93.5
Medium Size Firms	98	86.7	5,578	85.4
Large Firms	25	89.3	10,547	94.3
All Size Firms	1,175	93.1	22,929	91.7
COLUMBUS DAY				
Small Firms	209	18.6	1,816	25.0
Medium Size Firms	37	32.7	1,493	22.8
Large Firms	5	17.9	2,822	25.2
All Size Firms	251	19.9	6,131	24.5
ELECTION DAY				
Small Firms	47		196	
Medium Size Firms	6		317	
All Size Firms	53		513	

TABLE 2W: Holidays, F.I.R.E., Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	256	22.8	2,239	30.8
Medium Size Firms	36	31.9	1,894	29.0
Large Firms	11	39.3	4,436	39.7
All Size Firms	303	24.0	8,569	34.3
THANKSGIVING DAY				
Small Firms	1,053	93.9	6,887	94.7
Medium Size Firms	108	95.6	6,084	93.1
Large Firms	27	96.4	11,185	100.0
All Size Firms	1,188	94.1	24,156	96.6
DAY AFTER THANKSGIVING				
Small Firms	647	57.7	4,046	55.6
Medium Size Firms	53	46.9	3,049	46.7
Large Firms	12	42.9	4,605	41.2
All Size Firms	712	56.4	11,700	46.8
CHRISTMAS EVE DAY				
Small Firms	311	27.7	2,024	27.8
Medium Size Firms	43	38.1	2,572	39.4
Large Firms	4	14.3	880	7.9
All Size Firms	358	28.4	5,476	21.9
CHRISTMAS DAY				
Small Firms	1,107	98.8	7,046	96.9
Medium Size Firms	108	95.6	6,084	93.1
Large Firms	27	96.4	11,185	100.0
All Size Firms	1,242	98.4	24,315	97.3
NEW YEAR'S EVE DAY				
Small Firms	182	16.2	1,188	16.3
Medium Size Firms	33	29.2	1,474	22.6
Large Firms	13	46.4	4,967	44.4
All Size Firms	228	18.1	7,629	30.5
BIRTHDAY				
Small Firms	101		624	
Large Firms	8		3,326	
All Size Firms	109		3,950	
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	195	17.4	1,437	19.8
Medium Size Firms	32	28.3	2,409	36.9
Large Firms	3	10.7	680	6.1
All Size Firms	230	18.2	4,526	18.1
OTHER (please name)				
Small Firms	152	13.6	733	10.1
Medium Size Firms	22	19.5	1,019	15.6
Large Firms	6	21.4	2,447	21.9
All Size Firms	180	14.3	4,199	16.8
Offering Holiday(s) Totals				
Subtotal of Small Firms	1,121	100.0	7,275	100.0
Subtotal of Medium Size Firms	113	100.0	6,534	100.0
Subtotal of Large Firms	28	100.0	11,185	100.0
Grand Total	1,262	100.0	24,994	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 F.I.R.E. firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

F.I.R.E.
Part-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	512	93.4	922	98.5
Medium Size Firms	68	93.2	624	96.7
Large Firms	19	86.4	777	90.1
All Size Firms	599	93.2	2,323	95.1
MARTIN LUTHER KING DAY				
Small Firms	124	22.6	289	30.9
Medium Size Firms	27	37.0	484	75.0
Large Firms	10	45.5	686	79.6
All Size Firms	161	25.0	1,459	59.7
PRESIDENT'S DAY				
Small Firms	190	34.7	329	35.1
Medium Size Firms	34	46.6	377	58.4
Large Firms	10	45.5	686	79.6
All Size Firms	234	36.4	1,392	57.0
GOOD FRIDAY				
Small Firms	40	7.3	68	7.3
Medium Size Firms	11	15.1	22	3.4
Large Firms	2	9.1	24	2.8
All Size Firms	53	8.2	114	4.7
MEMORIAL DAY				
Small Firms	512	93.4	922	98.5
Medium Size Firms	62	84.9	470	72.9
Large Firms	22	100.0	861	99.9
All Size Firms	596	92.7	2,253	92.2
INDEPENDENCE DAY				
Small Firms	458	83.6	814	87.0
Medium Sized Firms	62	84.9	470	72.9
Large Firms	22	100.0	861	99.9
All Size Firms	542	84.3	2,145	87.8
LABOR DAY				
Small Firms	512	93.4	922	98.5
Medium Size Firms	62	84.9	470	72.9
Large Firms	19	86.4	846	98.1
All Size Firms	593	92.2	2,238	91.6
COLUMBUS DAY				
Small Firms	87	15.9	481	51.4
Medium Size Firms	23	31.5	337	52.2
Large Firms	5	22.7	343	39.8
All Size Firms	115	17.9	1,161	47.5
ELECTION DAY				
Small Firms	28	5.1	49	5.2
All Size Firms	28	4.4	49	2.0

TABLE 2X: Holidays, F.I.R.E., Part-time Hourly (continued.)

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	113	20.6	242	25.9
Medium Size Firms	22	30.1	322	49.9
Large Firms	10	45.5	686	79.6
All Size Firms	145	22.6	1,250	51.2
THANKSGIVING DAY				
Small Firms	512	93.4	922	98.5
Medium Size Firms	68	93.2	483	74.9
Large Firms	22	100.0	861	99.9
All Size Firms	602	93.6	2,266	92.8
DAY AFTER THANKSGIVING				
Small Firms	280	51.1	474	50.6
Medium Size Firms	35	47.9	128	19.8
Large Firms	8	36.4	69	8.0
All Size Firms	323	50.2	671	27.5
CHRISTMAS EVE DAY				
Small Firms	226	41.2	439	46.9
Medium Size Firms	20	27.4	66	10.2
Large Firms	3	13.6	15	1.7
All Size Firms	249	38.7	520	21.3
CHRISTMAS DAY				
Small Firms	512	93.4	922	98.5
Medium Size Firms	68	93.2	483	74.9
Large Firms	22	100.0	861	99.9
All Size Firms	602	93.6	2,266	92.8
NEW YEAR'S EVE DAY				
Small Firms	224	40.9	519	55.4
Medium Size Firms	24	32.9	180	27.9
Large Firms	13	59.1	609	70.6
All Size Firms	261	40.6	1,308	53.5
BIRTHDAY				
Small Firms	104	19.0	203	21.7
Large Firms	7	31.8	218	25.3
All Size Firms	111	17.3	421	17.2
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	36	6.6	77	8.2
Medium Size Firms	13	17.8	195	30.2
Large Firms	2	9.1	4	0.5
All Size Firms	51	7.9	276	11.3
OTHER (please name)				
Small Firms	68	12.4	393	42.0
Medium Size Firms	22	30.1	122	18.9
Large Firms	3	13.6	43	5.0
All Size Firms	93	14.5	558	22.8
Offering Holiday(s) Totals				
Subtotal of Small Firms	548	100.0	936	100.0
Subtotal of Medium Size Firms	73	100.0	645	100.0
Subtotal of Large Firms	22	100.0	862	100.0
Grand Total	643	100.0	2,443	100.0

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

F.I.R.E

Full-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	299	39.3	1,546	34.1
Medium Size Firms	25	27.2	1,186	22.5
Large Firms	4	16.0	1,700	16.1
All Size Firms	328	37.4	4,432	21.8
TIME AND ONE-HALF				
Small Firms	232	30.5	1,857	41.0
Medium Size Firms	30	32.6	2,392	45.5
Large Firms	4	16.0	918	8.7
All Size Firms	266	30.3	5,167	25.4
DOUBLE TIME				
Small Firms	171	22.5	919	20.3
Medium Size Firms	24	26.1	1,152	21.9
Large Firms	15	60.0	7,637	72.4
All Size Firms	210	23.9	9,708	47.7
OTHER (please describe)				
Small Firms	59	7.8	209	4.6
Medium Size Firms	13	14.1	531	10.1
Large Firms	2	8.0	292	2.8
All Size Firms	74	8.4	1,032	5.1
Subtotal of Small Firms	761	100.0	4,531	100.0
Subtotal of Medium Size Firms	92	100.0	5,261	100.0
Subtotal of Large Firms	25	100.0	10,547	100.0
Grand Total	878	100.0	20,339	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. trade firms that have one or more full-time hourly employees that responded to this question. 60 firms, or 73.2% of the F.I.R.E. firms with full-time hourly employees reported holiday pay.

F.I.R.E

Part-time Hourly

TABLE 30: Holiday Pay Offered for Oklahoma Part-time Hourly F.I.R.E. Employees by Firm Size.* Question 3: "What do you pay hourly employees who work on a holiday?"

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	214	42.4	737	57.0
Medium Size Firms	21	25.6	253	22.3
Large Firms	3	14.3	84	8.6
All Size Firms	238	39.1	1,074	31.5
TIME AND ONE-HALF				
Small Firms	88	17.4	264	20.4
Medium Size Firms	28	34.1	670	59.0
Large Firms	1	4.8	121	12.4
All Size Firms	117	19.2	1,055	31.0
DOUBLE TIME				
Small Firms	106	21.0	150	11.6
Medium Size Firms	20	24.4	145	12.8
Large Firms	15	71.4	750	76.6
All Size Firms	141	23.2	1,045	30.7
OTHER (please describe)				
Small Firms	97	19.2	142	11.0
Medium Size Firms	13	15.9	68	6.0
Large Firms	2	9.5	24	2.5
All Size Firms	112	18.4	234	6.9
Subtotal of Small Firms	505	100.0	1,293	100.0
Subtotal of Medium Size Firms	82	100.0	1,136	100.0
Subtotal of Large Firms	21	100.0	979	100.0
Grand Total	608	100.0	3,408	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 62.3% of the F.I.R.E. firms with part-time hourly employees reported holiday pay.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,270	73.8	9,358	74.1
	Salaried Medium Size Firms	82	78.8	2,581	71.2
	Salaried Large Firms	27	87.1	9,218	97.7
	Salaried All Size Firms	1,379	74.3	21,157	82.3
	Yes				
	Salaried Small Firms	450	26.2	3,273	25.9
	Salaried Medium Size Firms	22	21.2	1,045	28.8
	Salaried Large Firms	4	12.9	217	2.3
	Salaried All Size Firms	476	25.7	4,535	17.7
	Subtotal of Salaried Small Firms	1,720	100.0	12,631	100.0
	Subtotal of Salaried Medium Size Firms	104	100.0	3,626	100.0
	Subtotal of Salaried Large Firms	31	100.0	9,435	100.0
	Salaried Grand Total	1,855	100.0	25,692	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	790	66.1	5,100	67.6
	Full-time Hourly Medium Size Firms	80	70.8	3,770	58.6
	Full-time Hourly Large Firms	23	85.2	9,038	80.8
	Full-time Hourly All Size Firms	893	66.9	17,908	71.2
	Yes				
	Full-time Hourly Small Firms	405	33.9	2,449	32.4
	Full-time Hourly Medium Size Firms	33	29.2	2,664	41.4
	Full-time Hourly Large Firms	4	14.8	2,147	19.2
	Full-time Hourly All Size Firms	442	33.1	7,260	28.8
	Subtotal of Full-time Hourly Small Firms	1,195	100.0	7,549	100.0
	Subtotal of Full-time Hourly Medium Size Firms	113	100.0	6,434	100.0
	Subtotal of Full-time Hourly Large Firms	27	100.0	11,185	100.0
	Full-time Hourly Grand Total	1,335	100.0	25,168	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	656	84.9	1,609	91.9
	Part-time Hourly Medium Size Firms	78	79.6	812	80.2
	Part-time Hourly Large Firms	18	81.8	755	87.6
	Part-time Hourly All Size Firms	752	84.2	3,176	87.6
	Yes				
	Part-time Hourly Small Firms	117	15.1	142	8.1
	Part-time Hourly Medium Size Firms	20	20.4	201	19.8
	Part-time Hourly Large Firms	4	18.2	107	12.4
	Part-time Hourly All Size Firms	141	15.8	450	12.4
	Subtotal of Part-time Hourly Small Firms	773	100.0	1,751	100.0
	Subtotal of Part-time Hourly Medium Size Firms	98	100.0	1,013	100.0
	Subtotal of Part-time Hourly Large Firms	22	100.0	862	100.0
	Part-time Hourly Grand Total	893	100.0	3,626	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes F.I.R.E. firms that have one or more employees that responded to this question. 110 F.I.R.E. firms, or 100.0% of the F.I.R.E. firms with employees responded to this question.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	345	72.5	3,755	82.8
	Yes				
	Salaried All Size Firms	131	27.5	781	17.2
	Salaried Grand Total	476	100.0	4,536	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	337	76.2	5,264	72.5
	Yes				
	Full-time Hourly All Size Firms	105	23.8	1,996	27.5
	Full-time Hourly Grand Total	442	100.0	7,260	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	137	97.9	366	81.3
	Yes				
	Part-time Hourly All Size Firms	3	2.1	84	18.7
	Part-time Hourly Grand Total	140	100.0	450	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	227	51.8	2,998	69.4
	Yes				
	Salaried All Size Firms	211	48.2	1,320	30.6
	Salaried Grand Total	438	100.0	4,318	100.0
	No				
	Full-time Hourly All Size Firms	202	51.8	5,339	78.0
	Yes				
	Full-time Hourly All Size Firms	188	48.2	1,502	22.0
	Full-time Hourly Grand Total	390	100.0	6,841	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	94	91.3	407	93.3
	Yes				
	Part-time Hourly All Size Firms	9	8.7	29	6.7
	Part-time Hourly Grand Total	103	100.0	436	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 25 F.I.R.E. firms, or 92.6% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms	132	30.9	1,874	44.4
	6 to 10 DAYS				
	Salaried All Size Firms	107	25.1	601	14.2
	11 to 15 DAYS				
	Salaried All Size Firms	93	21.8	1,022	24.2
	16 to 29 DAYS				
	Salaried All Size Firms	95	22.2	727	17.2
	Salaried Grand Total	427	100.0	4,224	100.0
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms	121	32.5	1,542	24.5
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	93	25.0	674	10.7
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	81	21.8	989	15.7
	16 to 29 DAYS				
	Full-time Hourly All Size Firms	77	20.7	3,082	49.0
	Full-time Hourly Grand Total	372	100.0	6,287	100.0
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms	24	32.0	193	56.9
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	45	60.0	54	15.9
	11 to 15 DAYS				
	Part-time Hourly All Size Firms	6	8.0	92	27.1
	Part-time Hourly Grand Total	75	100.0	339	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 25 F.I.R.E. firms, or 92.6% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms	155	40.9	971	29.8
	15 to 24 DAYS				
	Salaried All Size Firms	99	26.1	427	13.1
	25 to 34 DAYS				
	Salaried All Size Firms	80	21.1	1,489	45.7
	35 or MORE DAYS				
	Salaried All Size Firms	45	11.9	368	11.3
	Salaried Grand Total	379	100.0	3,255	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms	127	36.8	678	10.0
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	106	30.7	645	9.5
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	67	19.4	3,527	52.1
	35 or MORE DAYS				
	Full-time Hourly All Size Firms	45	13.0	1,922	28.4
	Full-time Hourly Grand Total	345	100.0	6,772	100.0
PART-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms	58	76.3	79	21.8
	25 to 34 DAYS				
	Part-time Hourly All Size Firms	11	14.5	195	53.9
	35 or MORE DAYS				
	Part-time Hourly All Size Firms	7	9.2	88	24.3
	Part-time Hourly Grand Total	76	100.0	362	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 24 F.I.R.E. firms, or 88.9% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	184	38.7	2,179	48.0
	Yes				
	Salaried All Size Firms	292	61.3	2,357	52.0
	Salaried Grand Total	476	100.0	4,536	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	164	37.1	1,033	14.2
	Yes				
	Full-time Hourly All Size Firms	278	62.9	6,227	85.8
	Full-time Hourly Grand Total	442	100.0	7,260	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	41	53.9	35	9.7
	Yes				
	Part-time Hourly All Size Firms	35	46.1	327	90.3
	Part-time Hourly Grand Total	76	100.0	362	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	346	72.7	2,809	61.9
	Yes				
	Salaried All Size Firms	130	27.3	1,726	38.1
	Salaried Grand Total	476	100.0	4,535	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	337	76.2	5,264	72.5
	Yes				
	Full-time Hourly All Size Firms	105	23.8	1,996	27.5
	Full-time Hourly Grand Total	442	100.0	7,260	
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	76	53.9	107	23.8
	Yes				
	Part-time Hourly All Size Firms	65	46.1	342	76.2
	Part-time Hourly Grand Total	141	100.0	449	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

TABLE 11J: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma F.I.R.E. Employees by Employee Category. Question11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms	8	6.3	373	28.1
	21 OR MORE DAYS				
	Salaried All Size Firms	49	38.9	462	34.8
	NO MAXIMUM OR LIMIT				
	Salaried All Size Firms	69	54.8	494	37.2
	Salaried Grand Total	126	100.0	1,329	100.0
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms	8	7.4	894	21.5
	21 OR MORE DAYS				
	Full-time Hourly All Size Firms	55	50.9	3,054	73.3
	NO MAXIMUM OR LIMIT				
	Full-time Hourly All Size Firms	45	41.7	217	5.2
	Full-time Hourly Grand Total	108	100.0	4,165	100.0
PART-TIME HOURLY	10 DAYS or LESS				
	Part-time Hourly All Size Firms	8	14.0	34	19.1
	11 to 20 DAYS				
	Part-time Hourly All Size Firms	5	8.8	25	14.0
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms	3	5.3	84	47.2
	NO MAXIMUM OR LIMIT				
	Part-time Hourly All Size Firms	41	71.9	35	19.7
	Part-time Hourly Grand Total	57	100.0	178	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 14 F.I.R.E. firms, or 93.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no responses and size categories are omitted from table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	250	55.7	2,406	54.5
	Yes				
	Salaried All Size Firms	199	44.3	2,008	45.5
	Salaried Grand Total	449	100.0	4,414	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	220	53.1	3,765	53.3
	Yes				
	Full-time Hourly All Size Firms	194	46.9	3,299	46.7
	Full-time Hourly Grand Total	414	100.0	7,064	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	85	60.3	311	69.3
	Yes				
	Part-time Hourly All Size Firms	56	39.7	138	30.7
	Part-time Hourly Grand Total	141	100.0	449	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	107	9.0	99	1.1
All Size Firms	107	8.2	99	0.5
LESS THAN 1 MONTH				
Small Firms	51	4.3	404	4.7
Medium Size Firms	4	5.2	182	7.4
All Size Firms	55	4.2	586	2.9
3 to 6 MONTHS				
Small Firms	432	36.2	4,208	48.8
Medium Size Firms	20	26.0	654	26.5
Large Firms	14	51.9	5,061	54.9
All Size Firms	466	35.9	9,923	48.9
7 to 11 MONTHS				
Small Firms	106	8.9	655	7.6
Medium Size Firms	10	13.0	297	12.0
Large Firms	3	11.1	370	4.0
All Size Firms	119	9.2	1,322	6.5
12 MONTHS or MORE				
Small Firms	498	41.7	3,257	37.8
Medium Size Firms	43	55.8	1,332	54.0
Large Firms	10	37.0	3,787	41.1
All Size Firms	551	42.4	8,376	41.2
Subtotal of Small Firms	1,194	100.0	8,623	100.0
Subtotal of Medium Size Firms	77	100.0	2,465	100.0
Subtotal of Large Firms	27	100.0	9,218	100.0
Grand Total	1,298	100.0	20,306	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 71 F.I.R.E. firms, or 94.7% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	87	11.4	215	4.5
All Size Firms	87	10.2	215	1.4
LESS THAN 1 MONTH				
Medium Size Firms	4	6.2	136	4.5
All Size Firms	4	0.5	136	0.9
3 to 6 MONTHS				
Small Firms	250	32.7	2,352	48.8
Medium Size Firms	16	24.6	772	25.4
Large Firms	10	47.6	4,271	56.7
All Size Firms	276	32.5	7,395	48.0
7 to 11 MONTHS				
Small Firms	118	15.4	879	18.2
Medium Size Firms	14	21.5	512	16.9
Large Firms	3	14.3	530	7.0
All Size Firms	135	15.9	1,921	12.5
12 MONTHS or MORE				
Small Firms	309	40.4	1,371	28.5
Medium Size Firms	31	47.7	1,617	53.2
Large Firms	8	38.1	2,737	36.3
All Size Firms	348	40.9	5,725	37.2
Subtotal of Small Firms	764	100.0	4,817	100.0
Subtotal of Medium Size Firms	65	100.0	3,037	100.0
Subtotal of Large Firms	21	100.0	7,538	100.0
Grand Total	850	100.0	15,392	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 51 F.I.R.E. firms, or 91.1% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	147	33.9	405	35.4
Medium Size Firms	6	17.6	39	17.1
All Size Firms	153	31.9	444	23.0
3 to 6 MONTHS				
Small Firms	76	17.5	289	25.3
Medium Size Firms	12	35.3	64	28.1
Large Firms	5	41.7	191	34.1
All Size Firms	93	19.4	544	28.2
7 to 11 MONTHS				
Small Firms	13	3.0	73	6.4
All Size Firms	13	2.7	73	3.8
12 MONTHS or MORE				
Small Firms	198	45.6	376	32.9
Medium Size Firms	16	47.1	125	54.8
Large Firms	7	58.3	369	65.9
All Size Firms	221	46.0	870	45.1
Subtotal of Small Firms	434	100.0	1,143	100.0
Subtotal of Medium Size Firms	34	100.0	228	100.0
Subtotal of Large Firms	12	100.0	560	100.0
Grand Total	480	100.0	1,931	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 30 F.I.R.E. firms, or 60.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	141	12.3	717	8.1
All Size Firms	141	11.4	717	3.5
11 MONTHS or LESS				
Small Firms	66	5.8	564	6.4
Medium Size Firms	7	9.9	294	12.1
Large Firms	10	37.0	4,767	51.7
All Size Firms	83	6.7	5,625	27.5
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	617	54.0	6,162	69.8
Medium Size Firms	59	83.1	1,810	74.4
Large Firms	15	55.6	4,428	48.0
All Size Firms	691	55.7	12,400	60.5
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	281	24.6	1,297	14.7
Medium Size Firms	5	7.0	329	13.5
Large Firms	2	7.4	22	0.2
All Size Firms	288	23.2	1,648	8.0
4 or MORE YEARS				
Small Firms	38	3.3	94	1.1
All Size Firms	38	3.1	94	0.5
Subtotal of Small Firms	1,143	100.0	8,834	100.0
Subtotal of Medium Size Firms	71	100.0	2,433	100.0
Subtotal of Large Firms	27	100.0	9,217	100.0
Grand Total	1,241	100.0	20,484	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	47	6.3	78	1.6
All Size Firms	47	5.6	78	0.5
11 MONTHS or LESS				
Medium Size Firms	4	6.1	136	4.5
Large Firms	7	29.2	3,478	38.5
All Size Firms	11	1.3	3,614	21.3
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	462	61.6	3,738	75.3
Medium Size Firms	53	80.3	2,320	77.2
Large Firms	15	62.5	4,437	49.1
All Size Firms	530	63.1	10,495	61.7
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	203	27.1	1,064	21.4
Medium Size Firms	9	13.6	550	18.3
Large Firms	2	8.3	1,123	12.4
All Size Firms	214	25.5	2,737	16.1
4 or MORE YEARS				
Small Firms	38	5.1	83	1.7
All Size Firms	38	4.5	83	0.5
Subtotal of Small Firms	750	100.0	4,963	100.0
Subtotal of Medium Size Firms	66	100.0	3,006	100.0
Subtotal of Large Firms	24	100.0	9,038	100.0
Grand Total	840	100.0	17,007	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	47	15.4	157	18.6
Medium Size Firms	6	30.0	44	29.5
All Size Firms	53	15.5	201	11.7
11 MONTHS or LESS				
Small Firms	13	4.2	21	2.5
Large Firms	3	20.0	176	24.2
All Size Firms	16	4.7	197	11.4
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	181	59.2	601	71.1
Medium Size Firms	10	50.0	85	57.0
Large Firms	10	66.7	525	72.2
All Size Firms	201	58.9	1,211	70.4
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	52	17.0	56	6.6
Large Firms	2	13.3	26	3.6
All Size Firms	54	15.8	82	4.8
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	13	4.2	10	1.2
Medium Size Firms	4	20.0	20	13.4
All Size Firms	17	5.0	30	1.7
Subtotal of Small Firms	306	100.0	845	100.0
Subtotal of Medium Size Firms	20	100.0	149	100.0
Subtotal of Large Firms	15	100.0	727	100.0
Grand Total	341	100.0	1,721	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 21 F.I.R.E. firms, or 84.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	156	13.6	979	11.1
All Size Firms	156	12.5	979	4.8
3 YEARS or LESS				
Small Firms	85	7.4	692	7.8
Medium Size Firms	7	9.2	294	11.5
Large Firms	4	14.8	1,149	12.5
All Size Firms	96	7.7	2,135	10.4
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	577	50.5	4,108	46.5
Medium Size Firms	49	64.5	1,425	55.9
Large Firms	17	63.0	7,583	82.3
All Size Firms	643	51.6	13,116	63.7
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	233	20.4	2,177	24.6
Medium Size Firms	14	18.4	452	17.7
Large Firms	6	22.2	485	5.3
All Size Firms	253	20.3	3,114	15.1
12 or MORE YEARS				
Small Firms	92	8.0	878	9.9
Medium Size Firms	6	7.9	379	14.9
All Size Firms	98	7.9	1,257	6.1
Subtotal of Small Firms	1,143	100.0	8,834	100.0
Subtotal of Medium Size Firms	76	100.0	2,550	100.0
Subtotal of Large Firms	27	100.0	9,217	100.0
Grand Total	1,246	100.0	20,601	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	128	17.0	446	9.0
All Size Firms	128	15.1	446	2.6
3 YEARS or LESS				
Medium Size Firms	4	5.7	136	4.4
Large Firms	4	16.7	1,872	20.7
All Size Firms	8	0.9	2,008	11.7
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	469	62.5	3,748	75.5
Medium Size Firms	52	74.3	2,570	82.8
Large Firms	14	58.3	5,113	56.6
All Size Firms	535	63.3	11,431	66.8
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	128	17.0	539	10.9
Medium Size Firms	14	20.0	399	12.9
Large Firms	6	25.0	2,053	22.7
All Size Firms	148	17.5	2,991	17.5
12 or MORE YEARS				
Small Firms	26	3.5	231	4.7
All Size Firms	26	3.1	231	1.4
Subtotal of Small Firms	751	100.0	4,964	100.0
Subtotal of Medium Size Firms	70	100.0	3,105	100.0
Subtotal of Large Firms	24	100.0	9,038	100.0
Grand Total	845	100.0	17,107	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	129	42.0	349	41.4
Medium Size Firms	13	54.2	95	53.1
All Size Firms	142	41.2	444	25.4
3 YEARS or LESS				
Small Firms	13	4.2	10	1.2
All Size Firms	13	3.8	10	0.6
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	64	20.8	192	22.7
Medium Size Firms	7	29.2	28	15.6
Large Firms	10	71.4	686	94.4
All Size Firms	81	23.5	906	51.8
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	75	24.4	242	28.7
Medium Size Firms	4	16.7	56	31.3
Large Firms	4	28.6	41	5.6
All Size Firms	83	24.1	339	19.4
12 or MORE YEARS				
Small Firms	26	8.5	51	6.0
All Size Firms	26	7.5	51	2.9
Subtotal of Small Firms	307	100.0	844	100.0
Subtotal of Medium Size Firms	24	100.0	179	100.0
Subtotal of Large Firms	14	100.0	727	100.0
Grand Total	345	100.0	1,750	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 21 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	685	59.1	5,047	57.0
Medium Size Firms	34	48.6	1,194	55.0
Large Firms	9	17.3	3,764	41.6
All Size Firms	728	56.8	10,005	49.8
9 YEARS or LESS				
Small Firms	24	2.1	229	2.6
Medium Size Firms	6	8.6	32	1.5
Large Firms	3	5.8	1,138	12.6
All Size Firms	33	2.6	1,399	7.0
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	375	32.4	3,344	37.7
Medium Size Firms	19	27.1	732	33.7
Large Firms	13	25.0	4,117	45.5
All Size Firms	407	31.8	8,193	40.8
16 or MORE YEARS				
Small Firms	75	6.5	239	2.7
Medium Size Firms	11	15.7	214	9.9
Large Firms	3	5.8	198	2.2
All Size Firms	89	6.9	651	3.2
Subtotal of Small Firms	1,159	100.0	8,859	100.0
Subtotal of Medium Size Firms	70	100.0	2,172	100.0
Subtotal of Large Firms	52	100.0	9,046	100.0
Grand Total	1,281	100.0	20,077	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 58 F.I.R.E. firms, or 82.9% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	408	54.3	1,700	34.3
Medium Size Firms	40	57.1	1,660	53.5
Large Firms	9	18.4	3,113	36.9
All Size Firms	457	52.5	6,473	39.2
9 YEARS or LESS				
Large Firms	3	6.1	1,630	19.3
All Size Firms	3	0.3	1,630	9.9
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	268	35.7	2,461	49.6
Medium Size Firms	19	27.1	1,022	32.9
Large Firms	10	20.4	3,656	43.4
All Size Firms	297	34.1	7,139	43.3
16 or MORE YEARS				
Small Firms	75	10.0	802	16.2
Medium Size Firms	11	15.7	423	13.6
Large Firms	3	6.1	638	7.6
All Size Firms	89	10.2	1,863	11.3
Subtotal of Small Firms	751	100.0	4,963	100.0
Subtotal of Medium Size Firms	70	100.0	3,105	100.0
Subtotal of Large Firms	49	100.0	8,426	100.0
Grand Total	870	100.0	16,494	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	330	81.5	821	81.9
Medium Size Firms	35	76.1	281	77.0
Large Firms	8	20.5	510	69.0
All Size Firms	373	76.1	1,612	76.5
9 YEARS or LESS				
Small Firms	13	3.2	10	1.0
All Size Firms	13	2.7	10	0.5
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	49	12.1	99	9.9
Medium Size Firms	4	8.7	56	15.3
Large Firms	4	10.3	202	27.3
All Size Firms	57	11.6	357	16.9
16 or MORE YEARS				
Small Firms	13	3.2	73	7.3
Medium Size Firms	7	15.2	28	7.7
Large Firms	3	7.7	15	2.0
All Size Firms	23	4.7	116	5.5
Subtotal of Small Firms	405	100.0	1,003	100.0
Subtotal of Medium Size Firms	46	100.0	365	100.0
Subtotal of Large Firms	39	100.0	739	100.0
Grand Total	490	100.0	2,107	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 24 F.I.R.E. firms, or 96.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,001	85.6	7,919	88.4
	Salaried Medium Size Firms	70	85.4	2,155	83.5
	Salaried Large Firms	24	88.9	8,079	87.7
	Salaried All Size Firms	1,095	85.6	18,153	87.5
	Yes				
	Salaried Small Firms	169	14.4	1,037	11.6
	Salaried Medium Size Firms	12	14.6	426	16.5
	Salaried Large Firms	3	11.1	1,138	12.3
	Salaried All Size Firms	184	14.4	2,601	12.5
	Subtotal of Salaried Small Firms	1,170	100.0	8,956	100.0
	Subtotal of Salaried Medium Size Firms	82	100.0	2,581	100.0
	Subtotal of Salaried Large Firms	27	100.0	9,217	100.0
	Salaried Grand Total	1,279	100.0	20,754	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	581	77.5	3,682	74.2
	Full-time Hourly Medium Size Firms	64	84.2	2,664	77.0
	Full-time Hourly Large Firms	21	87.5	7,404	82.0
	Full-time Hourly All Size Firms	666	78.4	13,750	78.8
	Yes				
	Full-time Hourly Small Firms	169	22.5	1,281	25.8
	Full-time Hourly Medium Size Firms	12	15.8	797	23.0
	Full-time Hourly Large Firms	3	12.5	1,630	18.0
	Full-time Hourly All Size Firms	184	21.6	3,708	21.2
	Subtotal of Full-time Hourly Small Firms	750	100.0	4,963	100.0
	Subtotal of Full-time Hourly Medium Size Firms	76	100.0	3,461	100.0
	Subtotal of Full-time Hourly Large Firms	24	100.0	9,034	100.0
	Full-time Hourly Grand Total	850	100.0	17,458	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	425	91.2	1,178	97.1
	Part-time Hourly Medium Size Firms	49	87.5	683	96.1
	Part-time Hourly Large Firms	18	100.0	755	100.0
	Part-time Hourly All Size Firms	492	91.1	2,616	97.6
	Yes				
	Part-time Hourly Small Firms	41	8.8	35	2.9
	Part-time Hourly Medium Size Firms	7	12.5	28	3.9
	Part-time Hourly All Size Firms	48	8.9	21	0.3
	Subtotal of Part-time Hourly Small Firms	466	100.0	1,213	100.0
	Subtotal of Part-time Hourly Medium Size Firms	56	100.0	711	100.0
	Subtotal of Part-time Hourly Large Firms	18	100.0	755	100.0
	Part-time Hourly Grand Total	540	100.0	2,679	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response 35 on question thirteen. 72 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	919	78.5	8,111	90.6
	Salaried Medium Size Firms	51	62.2	1,538	59.6
	Salaried Large Firms	10	38.5	4,124	44.7
	Salaried All Size Firms	980	76.7	13,773	66.4
	Yes				
	Salaried Small Firms	251	21.5	845	9.4
	Salaried Medium Size Firms	31	37.8	1,043	40.4
	Salaried Large Firms	16	61.5	5,094	55.3
	Salaried All Size Firms	298	23.3	6,982	33.6
	Subtotal of Salaried Small Firms	1,170	100.0	8,956	100.0
	Subtotal of Salaried Medium Size Firms	82	100.0	2,581	100.0
	Subtotal of Salaried Large Firms	26	100.0	9,218	100.0
	Salaried Grand Total	1,278	100.0	20,755	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	517	68.9	3,333	67.2
	Full-time Hourly Medium Size Firms	45	63.4	1,573	50.4
	Full-time Hourly Large Firms	10	43.5	3,402	37.6
	Full-time Hourly All Size Firms	572	67.8	8,308	48.5
	Yes				
	Full-time Hourly Small Firms	233	31.1	1,630	32.8
	Full-time Hourly Medium Size Firms	26	36.6	1,551	49.6
	Full-time Hourly Large Firms	13	56.5	5,636	62.4
	Full-time Hourly All Size Firms	272	32.2	8,817	51.5
	Subtotal of Full-time Hourly Small Firms	750	100.0	4,963	100.0
	Subtotal of Full-time Hourly Medium Size Firms	71	100.0	3,124	100.0
	Subtotal of Full-time Hourly Large Firms	23	100.0	9,038	100.0
	Full-time Hourly Grand Total	844	100.0	17,125	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	397	97.3	1,067	95.8
	Part-time Hourly Medium Size Firms	46	78.0	653	90.7
	Part-time Hourly Large Firms	9	52.9	533	70.7
	Part-time Hourly All Size Firms	452	93.4	2,253	87.1
	Yes				
	Part-time Hourly Small Firms	11	2.7	47	4.2
	Part-time Hourly Medium Size Firms	13	22.0	67	9.3
	Part-time Hourly Large Firms	8	47.1	221	29.3
	Part-time Hourly All Size Firms	32	6.6	335	12.9
	Subtotal of Part-time Hourly Small Firms	408	100.0	1,114	100.0
	Subtotal of Part-time Hourly Medium Size Firms	59	100.0	720	100.0
	Subtotal of Part-time Hourly Large Firms	17	100.0	754	100.0
	Part-time Hourly Grand Total	484	100.0	2,588	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by responding on question thirteen. 72 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	128	50.8	429	50.8
Medium Size Firms	7	21.9	97	9.3
Large Firms	8	44.4	3,629	71.2
All Size Firms	143	47.4	4,155	59.5
11 TO 30 DAYS				
Small Firms	49	19.4	198	23.4
Medium Size Firms	19	59.4	590	56.6
Large Firms	4	22.2	1,233	24.2
All Size Firms	72	23.8	2,021	28.9
31 DAYS OR OVER				
Large Firms	4	22.2	209	4.1
All Size Firms	4	1.3	209	3.0
NO MAXIMUM or LIMIT				
Small Firms	75	29.8	218	25.8
Medium Size Firms	6	18.8	356	34.1
Large Firms	2	11.1	22	0.4
All Size Firms	83	27.5	596	8.5
Subtotal of Small Firms	252	100.0	845	100.0
Subtotal of Medium Size Firms	32	100.0	1,043	100.0
Subtotal of Large Firms	18	100.0	5,098	100.0
Grand Total	302	100.0	6,986	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 21 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	121	51.7	880	54.0
Medium Size Firms	7	26.9	324	20.9
Large Firms	2	14.3	525	11.6
All Size Firms	130	47.4	1,729	22.4
11 TO 30 DAYS				
Small Firms	38	16.2	52	3.2
Medium Size Firms	13	50.0	910	58.7
Large Firms	6	42.9	3,108	68.5
All Size Firms	57	20.8	4,070	52.7
31 DAYS OR OVER				
Large Firms	4	28.6	880	19.4
All Size Firms	4	1.5	880	11.4
NO MAXIMUM or LIMIT				
Small Firms	75	32.1	698	42.8
Medium Size Firms	6	23.1	317	20.4
Large Firms	2	14.3	1,123	24.7
All Size Firms	83	30.3	2,138	27.7
Subtotal of Small Firms	234	100.0	1,630	100.0
Subtotal of Medium Size Firms	26	100.0	1,551	100.0
Subtotal of Large Firms	14	100.0	4,540	100.0
Grand Total	274	100.0	7,721	100.0

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

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
All Size Firms	19	57.6	79	23.6
11 TO 30 DAYS				
All Size Firms	3	9.1	176	52.5
31 DAYS OR OVER				
All Size Firms	3	9.1	15	4.5
NO MAXIMUM or LIMIT				
All Size Firms	8	24.2	65	19.4
Grand Total	33	100.0	335	100.0

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

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	291	25.1	2,000	22.7
All Size Firms	291	23.0	2,000	9.7
5 DAYS or LESS				
Small Firms	238	20.6	2,293	26.1
Medium Size Firms	17	22.1	450	17.6
Large Firms	3	10.7	666	7.2
All Size Firms	258	20.4	3,409	16.6
6 to 9 DAYS				
Small Firms	330	28.5	1,985	22.6
Medium Size Firms	38	49.4	1,132	44.4
Large Firms	14	50.0	4,695	50.9
All Size Firms	382	30.2	7,812	38.0
10 to 14 DAYS				
Small Firms	235	20.3	1,954	22.2
Medium Size Firms	12	15.6	735	28.8
Large Firms	1	3.6	95	1.0
All Size Firms	248	19.6	2,784	13.5
15 or MORE DAYS				
Small Firms	64	5.5	564	6.4
Medium Size Firms	10	13.0	233	9.1
Large Firms	10	35.7	3,762	40.8
All Size Firms	84	6.7	4,559	22.2
Subtotal of Small Firms	1,158	100.0	8,796	100.0
Subtotal of Medium Size Firms	77	100.0	2,550	100.0
Subtotal of Large Firms	28	100.0	9,218	100.0
Grand Total	1,263	100.0	20,564	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 71 F.I.R.E. firms, or 94.7% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms were omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	194	26.8	813	16.8
Large Firms	3	12.0	638	7.1
All Size Firms	197	24.0	1,451	8.5
5 DAYS or LESS				
Small Firms	24	3.3	239	4.9
Medium Size Firms	17	23.9	1,200	38.6
Large Firms	3	12.0	1,499	16.6
All Size Firms	44	5.4	2,938	17.3
6 to 9 DAYS				
Small Firms	302	41.7	3,061	63.3
Medium Size Firms	38	53.5	1,087	35.0
Large Firms	14	56.0	5,180	57.3
All Size Firms	354	43.2	9,328	54.9
10 to 14 DAYS				
Small Firms	204	28.2	722	14.9
Medium Size Firms	10	14.1	617	19.9
Large Firms	4	16.0	1,478	16.4
All Size Firms	218	26.6	2,817	16.6
15 or MORE DAYS				
Medium Size Firms	6	8.5	201	6.5
Large Firms	1	4.0	242	2.7
All Size Firms	7	0.9	443	2.6
Subtotal of Small Firms	724	100.0	4,835	100.0
Subtotal of Medium Size Firms	71	100.0	3,105	100.0
Subtotal of Large Firms	25	100.0	9,037	100.0
Grand Total	820	100.0	16,977	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 52 F.I.R.E. firms, or 92.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms were omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	187	50.8	624	61.1
Medium Size Firms	16	51.6	103	35.3
Large Firms	3	20.0	15	2.6
All Size Firms	206	49.8	742	39.2
5 DAYS or LESS				
Small Firms	52	14.1	178	17.4
Medium Size Firms	5	16.1	104	35.6
Large Firms	4	26.7	190	32.9
All Size Firms	61	14.7	472	24.9
6 to 9 DAYS				
Small Firms	67	18.2	121	11.8
Medium Size Firms	10	32.3	85	29.1
Large Firms	8	53.3	373	64.5
All Size Firms	85	20.5	579	30.6
10 to 14 DAYS				
Small Firms	62	16.8	99	9.7
All Size Firms	62	15.0	99	5.2
Subtotal of Small Firms	368	100.0	1,022	100.0
Subtotal of Medium Size Firms	31	100.0	292	100.0
Subtotal of Large Firms	15	100.0	578	100.0
Grand Total	414	100.0	1,892	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 30 F.I.R.E. firms, or 60.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms were omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	601	62.2	5,217	64.5
	Salaried Medium Size Firms	29	35.4	368	14.3
	Salaried Large Firms	6	23.1	539	5.9
	Salaried All Size Firms	636	59.2	6,124	31.0
	Yes				
	Salaried Small Firms	365	37.8	2,877	35.5
	Salaried Medium Size Firms	53	64.6	2,213	85.7
	Salaried Large Firms	20	76.9	8,572	94.1
	Salaried All Size Firms	438	40.8	13,662	69.0
	Subtotal of Salaried Small Firms	966	100.0	8,094	100.0
	Subtotal of Salaried Medium Size Firms	82	100.0	2,581	100.0
	Subtotal of Salaried Large Firms	26	100.0	9,111	100.0
	Salaried Grand Total	1,074	100.0	19,786	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	344	57.0	2,073	49.0
	Full-time Hourly Medium Size Firms	19	27.1	894	28.6
	Full-time Hourly Large Firms	3	13.6	817	9.3
	Full-time Hourly All Size Firms	366	52.7	3,784	23.4
	Yes				
	Full-time Hourly Small Firms	259	43.0	2,156	51.0
	Full-time Hourly Medium Size Firms	51	72.9	2,230	71.4
	Full-time Hourly Large Firms	19	86.4	7,982	90.7
	Full-time Hourly All Size Firms	329	47.3	12,368	76.6
	Subtotal of Full-time Hourly Small Firms	603	100.0	4,229	100.0
	Subtotal of Full-time Hourly Medium Size Firms	70	100.0	3,124	100.0
	Subtotal of Full-time Hourly Large Firms	22	100.0	8,799	100.0
	Full-time Hourly Grand Total	695	100.0	16,152	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	250	79.6	661	81.8
	Part-time Hourly Medium Size Firms	27	64.3	381	67.0
	Part-time Hourly Large Firms	3	25.0	27	4.8
	Part-time Hourly All Size Firms	280	76.1	1,069	55.1
	Yes				
	Part-time Hourly Small Firms	64	20.4	147	18.2
	Part-time Hourly Medium Size Firms	15	35.7	188	33.0
	Part-time Hourly Large Firms	9	75.0	536	95.2
	Part-time Hourly All Size Firms	88	23.9	871	44.9
	Subtotal of Part-time Hourly Small Firms	314	100.0	808	100.0
	Subtotal of Part-time Hourly Medium Size Firms	42	100.0	569	100.0
	Subtotal of Part-time Hourly Large Firms	12	100.0	563	100.0
	Part-time Hourly Grand Total	368	100.0	1,940	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 64 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Large Firms	3	14.3	666	7.8
All Size Firms	3	0.7	666	4.9
6 to 14 DAYS				
Small Firms	91	24.9	370	12.9
Medium Size Firms	5	9.3	329	14.9
All Size Firms	96	21.8	699	5.1
15 to 29 DAYS				
Small Firms	26	7.1	154	5.4
Medium Size Firms	11	20.4	303	13.7
All Size Firms	37	8.4	457	3.3
30 or MORE DAYS				
Small Firms	182	49.9	1,703	59.2
Medium Size Firms	31	57.4	1,485	67.1
Large Firms	16	76.2	7,884	92.0
All Size Firms	229	52.0	11,072	81.0
NO MAXIMUM or LIMIT				
Small Firms	66	18.1	650	22.6
Medium Size Firms	7	13.0	97	4.4
Large Firms	2	9.5	22	0.3
All Size Firms	75	17.0	769	5.6
Subtotal of Small Firms	365	100.0	2,877	100.0
Subtotal of Medium Size Firms	54	100.0	2,214	100.0
Subtotal of Large Firms	21	100.0	8,572	100.0
Grand Total	440	100.0	13,663	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salary employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 31 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Large Firms	3	8.8	1,499	18.8
All Size Firms	3	0.9	1,499	12.1
6 to 14 DAYS				
Small Firms	63	24.3	743	34.5
Medium Size Firms	5	9.6	473	21.2
All Size Firms	68	19.7	1,216	9.8
15 to 29 DAYS				
Small Firms	26	10.0	180	8.3
Medium Size Firms	11	21.2	300	13.5
All Size Firms	37	10.7	480	3.9
30 or MORE DAYS				
Small Firms	144	55.6	874	40.5
Medium Size Firms	25	48.1	832	37.3
Large Firms	12	35.3	4,722	59.2
All Size Firms	181	52.5	6,428	52.0
NO MAXIMUM or LIMIT				
Small Firms	26	10.0	359	16.7
Medium Size Firms	11	21.2	624	28.0
Large Firms	19	55.9	1,761	22.1
All Size Firms	56	16.2	2,744	22.2
Subtotal of Small Firms	259	100.0	2,156	100.0
Subtotal of Medium Size Firms	52	100.0	2,229	100.0
Subtotal of Large Firms	34	100.0	7,982	100.0
Grand Total	345	100.0	12,367	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 28 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Large Firms	3	30.0	167	31.2
All Size Firms	3	3.5	167	21.8
6 to 14 DAYS				
Small Firms	28	43.1	49	33.3
All Size Firms	28	32.6	49	6.4
30 or MORE DAYS				
Small Firms	37	56.9	98	66.7
Medium Size Firms	4	36.4	56	66.7
Large Firms	5	50.0	343	64.0
All Size Firms	46	53.5	497	64.8
NO MAXIMUM or LIMIT				
Medium Size Firms	7	63.6	28	33.3
Large Firms	2	20.0	26	4.9
All Size Firms	9	10.5	54	7.0
Subtotal of Small Firms	65	100.0	147	100.0
Subtotal of Medium Size Firms	11	100.0	84	100.0
Subtotal of Large Firms	10	100.0	536	100.0
Grand Total	86	100.0	767	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 9 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

**F.I.R.E
Salary**

**TABLE 23V: Bereavement Leave for Oklahoma F.I.R.E Salary Employees by Firm Size.
Question 23: "Do you offer paid bereavement leave?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	422	32.4	2,145	20.4
Medium Size Firms	12	12.9	216	6.6
Large Firms	13	41.9	4,080	43.1
All Size Firms	447	31.3	6,441	27.7
YES, 1 to 3 DAYS				
Small Firms	856	65.6	8,140	77.6
Medium Size Firms	70	75.3	2,546	77.3
Large Firms	12	38.7	1,803	19.1
All Size Firms	938	65.7	12,489	53.7
YES, 4 to 7 DAYS				
Small Firms	26	2.0	209	2.0
Medium Size Firms	11	11.8	533	16.2
Large Firms	6	19.4	3,552	37.5
All Size Firms	43	3.0	4,294	18.5
Subtotal of Small Firms	1,304	100.0	10,494	100.0
Subtotal of Medium Size Firms	93	100.0	3,295	100.0
Subtotal of Large Firms	31	100.0	9,462	100.0
Grand Total	1,428	100.0	23,251	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 83 F.I.R.E. firms, or 93.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	313	36.7	1,388	27.2
Medium Size Firms	12	11.8	558	9.2
Large Firms	13	46.4	4,871	43.4
All Size Firms	338	34.4	6,817	30.5
YES, 1 to 3 DAYS				
Small Firms	513	60.2	3,440	67.3
Medium Size Firms	82	80.4	4,807	79.6
Large Firms	12	42.9	4,992	44.5
All Size Firms	607	61.8	13,239	59.2
YES, 4 to 7 DAYS				
Small Firms	26	3.1	283	5.5
Medium Size Firms	8	7.8	676	11.2
Large Firms	3	10.7	1,323	11.8
All Size Firms	37	3.8	2,282	10.2
Subtotal of Small Firms	852	100.0	5,111	100.0
Subtotal of Medium Size Firms	102	100.0	6,041	100.0
Subtotal of Large Firms	28	100.0	11,213	100.0
Grand Total	982	100.0	22,365	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 66 F.I.R.E. firms, or 94.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	373	41.7	934	35.3
Medium Size Firms	48	51.6	758	73.7
Large Firms	23	76.7	1,102	93.1
All Size Firms	444	43.7	2,794	57.5
YES, 1 to 3 DAYS				
Small Firms	469	52.5	1,324	50.1
Medium Size Firms	45	48.4	270	26.3
Large Firms	7	23.3	55	4.6
All Size Firms	521	51.2	1,649	34.0
YES, 4 to 7 DAYS				
Small Firms	52	5.8	387	14.6
All Size Firms	52	5.1	387	8.0
Subtotal of Small Firms	894	100.0	2,645	100.0
Subtotal of Medium Size Firms	93	100.0	1,028	100.0
Subtotal of Large Firms	30	100.0	1,184	100.0
Grand Total	1,017	100.0	4,857	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 72 F.I.R.E. firms, or 72.0% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**F.I.R.E.
Salary**

TABLE 24V: Short Term Disability Leave for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,050	82.2	9,066	87.4
Medium Size Firms	72	77.4	2,690	81.6
Large Firms	11	35.5	1,512	16.0
All Size Firms	1,133	80.9	13,268	57.4
YES, 6 WEEKS or LESS				
Small Firms	121	9.5	995	9.6
Medium Size Firms	6	6.5	32	1.0
All Size Firms	127	9.1	1,027	4.4
YES, 7 to 13 WEEKS				
Small Firms	95	7.4	251	2.4
Medium Size Firms	10	10.8	456	13.8
Large Firms	10	32.3	3,908	41.4
All Size Firms	115	8.2	4,615	20.0
YES, 14 to 26 WEEKS				
Small Firms	11	0.9	59	0.6
Medium Size Firms	5	5.4	117	3.6
Large Firms	10	32.3	4,015	42.6
All Size Firms	26	1.9	4,191	18.1
Subtotal of Small Firms	1,277	100.0	10,371	100.0
Subtotal of Medium Size Firms	93	100.0	3,295	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,401	100.0	23,101	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 82 F.I.R.E. firms, or 92.1% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	615	78.3	3,722	79.3
Medium Size Firms	67	65.0	3,415	56.5
Large Firms	13	48.1	6,451	57.7
All Size Firms	695	76.0	13,588	62.0
YES, 6 WEEKS or LESS				
Small Firms	76	9.7	460	9.8
Medium Size Firms	10	9.7	646	10.7
Large Firms		0.0		0.0
All Size Firms	86	9.4	1,106	5.0
YES, 7 to 13 WEEKS				
Small Firms	83	10.6	422	9.0
Medium Size Firms	14	13.6	828	13.7
Large Firms	10	37.0	3,803	34.0
All Size Firms	107	11.7	5,053	23.1
YES, 14 to 26 WEEKS				
Small Firms	11	1.4	88	1.9
Medium Size Firms	5	4.9	99	1.6
Large Firms	4	14.8	930	8.3
All Size Firms	20	2.2	1,117	5.1
MORE than 26 WEEKS				
Medium Size Firms	7	6.8	1,052	17.4
All Size Firms	7	0.8	1,052	4.8
Subtotal of Small Firms	785	100.0	4,692	100.0
Subtotal of Medium Size Firms	103	100.0	6,040	100.0
Subtotal of Large Firms	27	100.0	11,184	100.0
Grand Total	915	100.0	21,916	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 64 F.I.R.E. firms, or 91.4% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	709	91.0	1,992	92.7
Medium Size Firms	102	92.7	1,071	98.2
Large Firms	7	31.8	60	5.6
All Size Firms	818	89.8	3,123	72.3
YES, 6 WEEKS or LESS				
Small Firms	70	9.0	157	7.3
Medium Size Firms	8	7.3	20	1.8
Large Firms		0.0		0.0
All Size Firms	78	8.6	177	4.1
YES, 7 to 13 WEEKS				
Large Firms	15	68.2	1,019	94.4
All Size Firms	15	1.6	1,019	23.6
Subtotal of Small Firms	779	100.0	2,149	100.0
Subtotal of Medium Size Firms	110	100.0	1,091	100.0
Subtotal of Large Firms	22	100.0	1,079	100.0
Grand Total	911	100.0	4,319	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 68 F.I.R.E. firms, or 68.0% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 25V: Other Paid Leave for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	292	33.0	2,768	38.8
Medium Size Firms	39	44.8	2,039	62.5
Large Firms	20	80.0	8,193	96.8
All Size Firms	351	35.2	13,000	68.9
JURY DUTY				
Small Firms	817	92.4	6,739	94.5
Medium Size Firms	82	94.3	3,156	96.7
Large Firms	31	124.0	5,464	64.6
All Size Firms	930	93.4	15,359	81.4
FAMILY MEDICAL				
Small Firms	245	27.7	2,792	39.2
Medium Size Firms	28	32.2	1,071	32.8
Large Firms	17	68.0	6,885	81.3
All Size Firms	290	29.1	10,748	57.0
MATERNITY LEAVE				
Small Firms	201	22.7	2,529	35.5
Medium Size Firms	23	26.4	963	29.5
Large Firms	11	44.0	3,332	39.4
All Size Firms	235	23.6	6,824	36.2
PATERNITY LEAVE				
Small Firms	86	9.7	972	13.6
Medium Size Firms	15	17.2	697	21.4
Large Firms	10	40.0	3,237	38.2
All Size Firms	111	11.1	4,906	26.0
DOCTOR/DENTAL APPOINTMENT				
Small Firms	554	62.7	5,044	70.7
Medium Size Firms	33	37.9	1,464	44.9
Large Firms	8	32.0	3,259	38.5
All Size Firms	595	59.7	9,767	51.8
OTHER (please name)				
Small Firms	36	4.1	660	9.3
Medium Size Firms	5	5.7	117	3.6
Large Firms	4	16.0	1,403	16.6
All Size Firms	45	4.5	2,180	11.6
Subtotal of Small Firms	884	100.0	7,130	100.0
Subtotal of Medium Size Firms	87	100.0	3,264	100.0
Subtotal of Large Firms	25	100.0	8,464	100.0
Grand Total	996	100.0	18,858	100.0

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

67 F.I.R.E. firms, or 75.3% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	133	29.0	1,127	36.9
Medium Size Firms	43	47.3	3,075	58.8
Large Firms	16	76.2	6,600	74.9
All Size Firms	192	33.6	10,802	63.2
JURY DUTY				
Small Firms	404	88.0	2,930	96.0
Medium Size Firms	86	94.5	5,116	97.8
Large Firms	21	100.0	8,809	100.0
All Size Firms	511	89.5	16,855	98.6
FAMILY MEDICAL				
Small Firms	79	17.2	483	15.8
Medium Size Firms	32	35.2	1,459	27.9
Large Firms	11	52.4	3,510	39.8
All Size Firms	122	21.4	5,452	31.9
MATERNITY LEAVE				
Small Firms	89	19.4	620	20.3
Medium Size Firms	23	25.3	1,237	23.6
Large Firms	11	52.4	3,510	39.8
All Size Firms	123	21.5	5,367	31.4
PATERNITY LEAVE				
Medium Size Firms	19	20.9	1,120	21.4
Large Firms	10	47.6	3,355	38.1
All Size Firms	29	5.1	4,475	26.2
DOCTOR/DENTAL APPOINTMENT				
Small Firms	227	49.5	1,071	35.1
Medium Size Firms	26	28.6	929	17.8
Large Firms	8	38.1	2,052	23.3
All Size Firms	261	45.7	4,052	23.7
OTHER (please name)				
Medium Size Firms	5	5.5	99	1.9
Large Firms	4	19.0	1,922	21.8
All Size Firms	9	1.6	2,021	11.8
Subtotal of Small Firms	459	100.0	3,052	100.0
Subtotal of Medium Size Firms	91	100.0	5,233	100.0
Subtotal of Large Firms	21	100.0	8,809	100.0
Grand Total	571	100.0	17,094	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 49 F.I.R.E. firms, or 70.0% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	237	38.9	787	50.9
Medium Size Firms	18	27.7	61	12.6
Large Firms	17	85.0	741	93.4
All Size Firms	272	39.2	1,589	56.2
JURY DUTY				
Small Firms	527	86.5	1,476	95.5
Medium Size Firms	65	100.0	486	100.0
Large Firms	20	100.0	793	100.0
All Size Firms	612	88.2	2,755	97.5
FAMILY MEDICAL				
Small Firms	134	22.0	478	30.9
Medium Size Firms	18	27.7	61	12.6
Large Firms	10	50.0	686	86.5
All Size Firms	162	23.3	1,225	43.4
MATERNITY LEAVE				
Small Firms	174	28.6	451	29.2
Medium Size Firms	18	27.7	61	12.6
Large Firms	10	50.0	686	86.5
All Size Firms	202	29.1	1,198	42.4
PATERNITY LEAVE				
Medium Size Firms	18	27.7	61	12.6
Large Firms	10	50.0	686	86.5
All Size Firms	28	4.0	747	26.4
DOCTOR/DENTAL APPOINTMENT				
Small Firms	445	73.1	1,036	67.0
Medium Size Firms	15	23.1	132	27.2
Large Firms	13	65.0	694	87.5
All Size Firms	473	68.2	1,862	65.9
Subtotal of Small Firms	609	100.0	1,546	100.0
Subtotal of Medium Size Firms	65	100.0	486	100.0
Subtotal of Large Firms	20	100.0	793	100.0
Grand Total	694	100.0	2,825	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 50 F.I.R.E. firms, or 50.0% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	461	26.7	1,667	13.1
Medium Size Firms	9	8.6	442	12.2
All Size Firms	470	25.3	2,109	8.2
YES, EMPLOYEE ONLY				
Small Firms	293	17.0	2,684	21.2
Medium Size Firms	9	8.6	200	5.5
All Size Firms	302	16.2	2,884	11.2
YES, EMPLOYEE and DEPENDENTS				
Small Firms	971	56.3	8,332	65.7
Medium Size Firms	87	82.9	2,984	82.3
Large Firms	31	100.0	9,435	100.0
All Size Firms	1,089	58.5	20,751	80.6
Subtotal of Small Firms	1,725	100.0	12,683	100.0
Subtotal of Medium Size Firms	105	100.0	3,626	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,861	100.0	25,744	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 100 firms, or 100.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	361	31.0	1,474	19.9
Medium Size Firms	9	7.6	554	8.0
All Size Firms	370	28.3	2,028	8.0
YES, EMPLOYEE ONLY				
Small Firms	218	18.7	1,903	25.7
Medium Size Firms	5	4.2	117	1.7
All Size Firms	223	17.0	2,020	7.9
YES, EMPLOYEE and DEPENDENTS				
Small Firms	584	50.2	4,032	54.4
Medium Size Firms	105	88.2	6,221	90.3
Large Firms	27	100.0	11,185	100.0
All Size Firms	716	54.7	21,438	84.1
Subtotal of Small Firms	1,163	100.0	7,409	100.0
Subtotal of Medium Size Firms	119	100.0	6,892	100.0
Subtotal of Large Firms	27	100.0	11,185	100.0
Grand Total	1,309	100.0	25,486	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 81 firms, or 98.8% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	305	51.3	620	44.4
Medium Size Firms	17	35.4	123	20.4
All Size Firms	322	48.9	743	28.0
YES, EMPLOYEE ONLY				
Small Firms	74	12.4	382	27.4
Medium Size Firms	4	8.3	145	24.0
All Size Firms	78	11.8	527	19.8
YES, EMPLOYEE and DEPENDENTS				
Small Firms	216	36.3	393	28.2
Medium Size Firms	27	56.3	335	55.6
Large Firms	16	100.0	657	100.0
All Size Firms	259	39.3	1,385	52.2
Subtotal of Small Firms	595	100.0	1,395	100.0
Subtotal of Medium Size Firms	48	100.0	603	100.0
Subtotal of Large Firms	16	100.0	657	100.0
Grand Total	659	100.0	2,655	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	92	7.3	733	6.7
Medium Size Firms	6	6.3	356	11.2
All Size Firms	98	7.1	1,089	4.6
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	420	33.2	3,734	33.9
Medium Size Firms	31	32.6	952	29.9
Large Firms	9	29.0	1,395	14.8
All Size Firms	460	33.1	6,081	25.7
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	1,132	89.6	10,339	93.9
Medium Size Firms	78	82.1	2,624	82.4
Large Firms	31	100.0	9,435	100.0
All Size Firms	1,241	89.3	22,398	94.8
Subtotal of Small Firms	1,264	100.0	11,015	100.0
Subtotal of Medium Size Firms	95	100.0	3,184	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,390	100.0	23,634	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 84 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	25	3.1	31	0.5
Medium Size Firms	6	5.5	317	5.0
Large Firms	3	11.5	1,323	12.1
All Size Firms	34	3.6	1,671	7.2
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	313	39.0	2,115	35.6
Medium Size Firms	42	38.2	2,818	44.5
Large Firms	12	46.2	5,333	48.7
All Size Firms	367	39.1	10,266	44.2
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	738	92.0	5,495	92.6
Medium Size Firms	93	84.5	5,603	88.4
Large Firms	26	100.0	10,947	100.0
All Size Firms	857	91.4	22,045	94.9
Subtotal of Small Firms	802	100.0	5,934	100.0
Subtotal of Medium Size Firms	110	100.0	6,338	100.0
Subtotal of Large Firms	26	100.0	10,947	100.0
Grand Total	938	100.0	23,219	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	52	19.8	178	24.5
All Size Firms	52	16.8	178	9.6
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	68	25.9	300	41.3
Medium Size Firms	17	54.8	66	13.8
Large Firms	3	18.8	84	12.8
All Size Firms	88	28.4	450	24.2
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	211	80.2	548	75.5
Medium Size Firms	28	90.3	471	98.3
Large Firms	16	100.0	657	100.0
All Size Firms	255	82.3	1,676	90.0
Subtotal of Small Firms	263	100.0	726	100.0
Subtotal of Medium Size Firms	31	100.0	479	100.0
Subtotal of Large Firms	16	100.0	657	100.0
Grand Total	310	100.0	1,862	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	832	65.8	6,802	61.7
	Salaried Medium Size Firms	52	54.7	1,474	46.3
	Salaried Large Firms	21	67.7	7,480	79.3
	Salaried All Size Firms	905	65.1	15,756	66.7
	Yes				
	Salaried Small Firms	432	34.2	4,214	38.3
	Salaried Medium Size Firms	43	45.3	1,710	53.7
	Salaried Large Firms	10	32.3	1,955	20.7
	Salaried All Size Firms	485	34.9	7,879	33.3
	Subtotal of Salaried Small Firms	1,264	100.0	11,016	100.0
	Subtotal of Salaried Medium Size Firms	95	100.0	3,184	100.0
	Subtotal of Salaried Large Firms	31	100.0	9,435	100.0
	Salaried Grand Total	1,390	100.0	23,635	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	502	62.6	3,698	62.3
	Full-time Hourly Medium Size Firms	68	61.8	4,244	67.0
	Full-time Hourly Large Firms	17	63.0	6,073	54.3
	Full-time Hourly All Size Firms	587	62.5	14,015	59.7
	Yes				
	Full-time Hourly Small Firms	300	37.4	2,236	37.7
	Full-time Hourly Medium Size Firms	42	38.2	2,094	33.0
	Full-time Hourly Large Firms	10	37.0	5,112	45.7
	Full-time Hourly All Size Firms	352	37.5	9,442	40.3
	Subtotal of Full-time Hourly Small Firms	802	100.0	5,934	100.0
	Subtotal of Full-time Hourly Medium Size Firms	110	100.0	6,338	100.0
	Subtotal of Full-time Hourly Large Firms	27	100.0	11,185	100.0
	Full-time Hourly Grand Total	939	100.0	23,457	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	195	74.1	426	58.7
	Part-time Hourly Medium Size Firms	14	46.7	177	37.0
	Part-time Hourly Large Firms	10	62.5	407	61.9
	Part-time Hourly All Size Firms	219	70.9	1,010	54.2
	Yes				
	Part-time Hourly Small Firms	68	25.9	300	41.3
	Part-time Hourly Medium Size Firms	16	53.3	302	63.0
	Part-time Hourly Large Firms	6	37.5	251	38.1
	Part-time Hourly All Size Firms	90	29.1	853	45.8
	Subtotal of Part-time Hourly Small Firms	263	100.0	726	100.0
	Subtotal of Part-time Hourly Medium Size Firms	30	100.0	479	100.0
	Subtotal of Part-time Hourly Large Firms	16	100.0	658	100.0
	Part-time Hourly Grand Total	309	100.0	1,863	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 92 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	64	5.1	435	3.9
Medium Size Firms	6	6.3	31	1.0
All Size Firms	70	5.1	466	2.3
1% to 25%				
Small Firms	26	2.1	209	1.9
Medium Size Firms	5	5.2	66	2.1
Large Firms	2	8.3	238	4.0
All Size Firms	33	2.4	513	2.6
26% to 50%				
Small Firms	257	20.3	1,391	12.6
Medium Size Firms	11	11.5	294	9.2
Large Firms	10	41.7	3,952	67.2
All Size Firms	278	20.1	5,637	28.1
51% to 75%				
Small Firms	155	12.3	1,304	11.8
Medium Size Firms	23	24.0	571	17.9
Large Firms	5	20.8	191	3.2
All Size Firms	183	13.2	2,066	10.3
76% to 99%				
Small Firms	188	14.9	2,910	26.4
Medium Size Firms	24	25.0	1,155	36.3
Large Firms	3	12.5	341	5.8
All Size Firms	215	15.5	4,406	21.9
100%				
Small Firms	574	45.4	4,766	43.3
Medium Size Firms	27	28.1	1,068	33.5
Large Firms	4	16.7	1,161	19.7
All Size Firms	605	43.7	6,995	34.8
Subtotal of Small Firms	1,264	100.0	11,015	100.0
Subtotal of Medium Size Firms	96	100.0	3,185	100.0
Subtotal of Large Firms	24	100.0	5,883	100.0
Grand Total	1,384	100.0	20,083	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 83 F.I.R.E. firms, or 98.8% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	25	3.1	31	0.5
Medium Size Firms	6	5.3	357	5.6
Large Firms		0.0		0.0
All Size Firms	31	3.3	388	1.7
1% to 25%				
Small Firms	26	3.2	283	4.8
Medium Size Firms	9	7.9	748	11.8
Large Firms	2	7.4	845	7.6
All Size Firms	37	3.9	1,876	8.0
26% to 50%				
Small Firms	184	22.9	1,674	28.2
Medium Size Firms	11	9.6	319	5.0
Large Firms	10	37.0	3,510	31.4
All Size Firms	205	21.7	5,503	23.5
51% to 75%				
Small Firms	90	11.2	680	11.5
Medium Size Firms	37	32.5	2,075	32.7
Large Firms	5	18.5	1,938	17.3
All Size Firms	132	14.0	4,693	20.0
76% to 99%				
Small Firms	71	8.9	281	4.7
Medium Size Firms	24	21.1	1,059	16.7
Large Firms	6	22.2	2,140	19.1
All Size Firms	101	10.7	3,480	14.8
100%				
Small Firms	406	50.6	2,985	50.3
Medium Size Firms	27	23.7	1,781	28.1
Large Firms	4	14.8	2,753	24.6
All Size Firms	437	46.3	7,519	32.1
Subtotal of Small Firms	802	100.0	5,934	100.0
Subtotal of Medium Size Firms	114	100.0	6,339	100.0
Subtotal of Large Firms	27	100.0	11,186	100.0
Grand Total	943	100.0	23,459	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 68 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	36	13.7	51	7.0
Medium Size Firms	6	18.8	265	55.3
All Size Firms	42	13.5	316	17.0
1% to 25%				
Medium Size Firms	4	12.5	145	30.3
Large Firms	1	6.3	23	3.5
All Size Firms	5	1.6	168	9.0
26% to 50%				
Small Firms	50	19.0	79	10.9
Large Firms	10	62.5	525	79.8
All Size Firms	60	19.3	604	32.4
51% to 75%				
Small Firms	58	22.1	282	38.9
Medium Size Firms	11	34.4	32	6.7
Large Firms	3	18.8	84	12.8
All Size Firms	72	23.2	398	21.4
76% to 99%				
Small Firms	13	4.9	10	1.4
Medium Size Firms	11	34.4	37	7.7
All Size Firms	24	7.7	47	2.5
100%				
Small Firms	106	40.3	303	41.8
Large Firms	2	12.5	26	4.0
All Size Firms	108	34.7	329	17.7
Subtotal of Small Firms	263	100.0	725	100.0
Subtotal of Medium Size Firms	32	100.0	479	100.0
Subtotal of Large Firms	16	100.0	658	100.0
Grand Total	311	100.0	1,862	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	791	62.5	6,059	55.0
Medium Size Firms	20	21.7	745	24.9
Large Firms	1	4.0	106	1.8
All Size Firms	812	58.8	6,910	34.7
1% to 25%				
Medium Size Firms	16	17.4	356	11.9
Large Firms	6	24.0	3,230	54.9
All Size Firms	22	1.6	3,586	18.0
26% to 50%				
Small Firms	136	10.8	1,682	15.3
Medium Size Firms	19	20.7	617	20.6
Large Firms	6	24.0	960	16.3
All Size Firms	161	11.6	3,259	16.4
51% to 75%				
Small Firms	92	7.3	1,064	9.7
Medium Size Firms	20	21.7	365	12.2
Large Firms	7	28.0	426	7.2
All Size Firms	119	8.6	1,855	9.3
76% to 99%				
Small Firms	55	4.3	593	5.4
Medium Size Firms	17	18.5	913	30.5
Large Firms	2	8.0	22	0.4
All Size Firms	74	5.4	1,528	7.7
100%				
Small Firms	191	15.1	1,617	14.7
Large Firms	3	12.0	1,138	19.3
All Size Firms	194	14.0	2,755	13.8
Subtotal of Small Firms	1,265	100.0	11,015	100.0
Subtotal of Medium Size Firms	92	100.0	2,996	100.0
Subtotal of Large Firms	25	100.0	5,882	100.0
Grand Total	1,382	100.0	19,893	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 82 F.I.R.E. firms, or 97.6% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	599	74.8	4,031	67.9
Medium Size Firms	22	20.6	1,478	23.6
Large Firms	1	3.6	238	2.1
All Size Firms	622	66.5	5,747	24.6
1% to 25%				
Medium Size Firms	20	18.7	727	11.6
Large Firms	1	3.6	690	6.2
All Size Firms	21	2.2	1,417	6.1
26% to 50%				
Small Firms	97	12.1	794	13.4
Medium Size Firms	19	17.8	579	9.2
Large Firms	14	50.0	4,987	44.6
All Size Firms	130	13.9	6,360	27.2
51% to 75%				
Small Firms	55	6.9	590	9.9
Medium Size Firms	30	28.0	1,809	28.9
Large Firms	7	25.0	2,517	22.5
All Size Firms	92	9.8	4,916	21.0
76% to 99%				
Small Firms	11	1.4	112	1.9
Medium Size Firms	16	15.0	1,669	26.7
Large Firms	2	7.1	1,123	10.0
All Size Firms	29	3.1	2,904	12.4
100%				
Small Firms	39	4.9	408	6.9
Large Firms	3	10.7	1,630	14.6
All Size Firms	42	4.5	2,038	8.7
Subtotal of Small Firms	801	100.0	5,935	100.0
Subtotal of Medium Size Firms	107	100.0	6,262	100.0
Subtotal of Large Firms	28	100.0	11,185	100.0
Grand Total	936	100.0	23,382	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	214	81.4	637	87.9
Medium Size Firms	12	40.0	419	87.5
All Size Firms	226	73.1	1,056	56.7
1% to 25%				
Medium Size Firms	3	10.0	8	1.7
Large Firms	1	6.3	23	3.5
All Size Firms	4	1.3	31	1.7
26% to 50%				
Small Firms	24	9.1	57	7.9
Large Firms	10	62.5	525	79.8
All Size Firms	34	11.0	582	31.3
51% to 75%				
Medium Size Firms	11	36.7	32	6.7
Large Firms	3	18.8	84	12.8
All Size Firms	14	4.5	116	6.2
76% to 99%				
Medium Size Firms	4	13.3	20	4.2
Large Firms	2	12.5	26	4.0
All Size Firms	6	1.9	46	2.5
100%				
Small Firms	25	9.5	31	4.3
All Size Firms	25	8.1	31	1.7
Subtotal of Small Firms	263	100.0	725	100.0
Subtotal of Medium Size Firms	30	100.0	479	100.0
Subtotal of Large Firms	16	100.0	658	100.0
Grand Total	309	100.0	1,862	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	861	49.5	4,639	36.4
Medium Size Firms	9	8.7	376	10.4
Large Firms	2	8.0	22	0.2
All Size Firms	872	46.7	5,037	19.7
YES, EMPLOYEE ONLY				
Small Firms	142	8.2	1,667	13.1
Medium Size Firms	5	4.8	153	4.2
All Size Firms	147	7.9	1,820	7.1
YES, EMPLOYEE and DEPENDENTS				
Small Firms	735	42.3	6,439	50.5
Medium Size Firms	90	86.5	3,097	85.4
Large Firms	23	92.0	9,140	99.8
All Size Firms	848	45.4	18,676	73.1
Subtotal of Small Firms	1,738	100.0	12,745	100.0
Subtotal of Medium Size Firms	104	100.0	3,626	100.0
Subtotal of Large Firms	25	100.0	9,162	100.0
Grand Total	1,867	100.0	25,533	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 99 firms, or 98.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	525	46.6	2,926	40.3
Medium Size Firms	9	7.6	773	11.2
Large Firms	2	9.1	1,123	12.4
All Size Firms	536	42.3	4,822	20.7
YES, EMPLOYEE ONLY				
Small Firms	110	9.8	861	11.9
Medium Size Firms	5	4.2	117	1.7
All Size Firms	115	9.1	978	4.2
YES, EMPLOYEE and DEPENDENTS				
Small Firms	491	43.6	3,478	47.9
Medium Size Firms	105	88.2	6,001	87.1
Large Firms	20	90.9	7,967	87.6
All Size Firms	616	48.6	17,446	75.0
Subtotal of Small Firms	1,126	100.0	7,265	100.0
Subtotal of Medium Size Firms	119	100.0	6,891	100.0
Subtotal of Large Firms	22	100.0	9,090	100.0
Grand Total	1,267	100.0	23,246	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 95.1% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	408	64.6	821	59.0
Medium Size Firms	14	29.2	67	11.1
Large Firms	2	18.2	26	4.7
All Size Firms	424	61.4	914	35.8
YES, EMPLOYEE ONLY				
Small Firms	47	7.4	235	16.9
All Size Firms	47	6.8	235	9.2
YES, EMPLOYEE and DEPENDENTS				
Small Firms	177	28.0	335	24.1
Medium Size Firms	34	70.8	535	88.9
Large Firms	9	81.8	532	95.3
All Size Firms	220	31.8	1,402	55.0
Subtotal of Small Firms	632	100.0	1,391	100.0
Subtotal of Medium Size Firms	48	100.0	602	100.0
Subtotal of Large Firms	11	100.0	558	100.0
Grand Total	691	100.0	2,551	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E.

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	755	88.5	7,227	90.2
	Salaried Medium Size Firms	64	68.1	2,397	73.8
	Salaried Large Firms	22	95.7	9,130	99.9
	Salaried All Size Firms	841	86.7	18,754	91.9
	Yes				
	Salaried Small Firms	98	11.5	785	9.8
	Salaried Medium Size Firms	30	31.9	853	26.2
	Salaried Large Firms	1	4.3	11	0.1
	Salaried All Size Firms	129	13.3	1,649	8.1
	Subtotal of Salaried Small Firms	853	100.0	8,012	100.0
	Subtotal of Salaried Medium Size Firms	94	100.0	3,250	100.0
	Subtotal of Salaried Large Firms	23	100.0	9,141	100.0
	Salaried Grand Total	970	100.0	20,403	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	529	91.8	3,867	89.8
	Full-time Hourly Medium Size Firms	79	72.5	4,598	75.1
	Full-time Hourly Large Firms	19	95.0	7,725	97.0
	Full-time Hourly All Size Firms	627	88.9	16,190	88.0
	Yes				
	Full-time Hourly Small Firms	47	8.2	441	10.2
	Full-time Hourly Medium Size Firms	30	27.5	1,521	24.9
	Full-time Hourly Large Firms	1	5.0	242	3.0
	Full-time Hourly All Size Firms	78	11.1	2,204	12.0
	Subtotal of Full-time Hourly Small Firms	576	100.0	4,308	100.0
	Subtotal of Full-time Hourly Medium Size Firms	109	100.0	6,119	100.0
	Subtotal of Full-time Hourly Large Firms	20	100.0	7,967	100.0
	Full-time Hourly Grand Total	705	100.0	18,394	100.0
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	175	87.5	507	94.2
	Part-time Hourly Medium Size Firms	14	41.2	213	39.7
	Part-time Hourly Large Firms	9	100.0	532	100.0
	Part-time Hourly All Size Firms	198	81.5	1,252	78.0
	Yes				
	Part-time Hourly Small Firms	25	12.5	31	5.8
	Part-time Hourly Medium Size Firms	20	58.8	323	60.3
	Part-time Hourly All Size Firms	45	18.5	354	22.0
	Subtotal of Part-time Hourly Small Firms	200	100.0	538	100.0
	Subtotal of Part-time Hourly Medium Size Firms	34	100.0	536	100.0
	Subtotal of Part-time Hourly Large Firms	9	100.0	532	100.0
	Part-time Hourly Grand Total	243	100.0	1,606	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 69 F.I.R.E. firms, or 98.6% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	233	26.8	2,062	26.3
Medium Size Firms	9	9.4	142	4.4
Large Firms	4	21.1	381	6.8
All Size Firms	246	25.0	2,585	15.5
1% to 25%				
Medium Size Firms	12	12.5	162	5.0
Large Firms	1	5.3	143	2.6
All Size Firms	13	1.3	305	1.8
26% to 50%				
Small Firms	210	24.2	1,389	17.7
Medium Size Firms	15	15.6	412	12.7
Large Firms	6	31.6	3,182	57.0
All Size Firms	231	23.5	4,983	29.9
51% to 75%				
Small Firms	11	1.3	59	0.8
Medium Size Firms	12	12.5	121	3.7
Large Firms	2	10.5	76	1.4
All Size Firms	25	2.5	256	1.5
76% to 99%				
Small Firms	128	14.7	2,109	26.9
Medium Size Firms	19	19.8	1,125	34.6
Large Firms	3	15.8	666	11.9
All Size Firms	150	15.3	3,900	23.4
100%				
Small Firms	286	32.9	2,217	28.3
Medium Size Firms	29	30.2	1,287	39.6
Large Firms	3	15.8	1,138	20.4
All Size Firms	318	32.3	4,642	27.8
Subtotal of Small Firms	868	100.0	7,836	100.0
Subtotal of Medium Size Firms	96	100.0	3,249	100.0
Subtotal of Large Firms	19	100.0	5,586	100.0
Grand Total	983	100.0	16,671	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 62 F.I.R.E. firms, or 96.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	168	28.0	577	13.3
Medium Size Firms	9	8.3	404	6.6
Large Firms	4	18.2	772	9.7
All Size Firms	181	24.7	1,753	9.5
1% to 25%				
Medium Size Firms	15	13.8	1,072	17.5
Large Firms	4	18.2	2,013	25.3
All Size Firms	19	2.6	3,085	16.7
26% to 50%				
Small Firms	98	16.3	940	21.7
Medium Size Firms	19	17.4	926	15.1
Large Firms	6	27.3	1,527	19.2
All Size Firms	123	16.8	3,393	18.4
51% to 75%				
Small Firms	11	1.8	88	2.0
Medium Size Firms	21	19.3	1,287	21.0
Large Firms	2	9.1	525	6.6
All Size Firms	34	4.6	1,900	10.3
76% to 99%				
Small Firms	76	12.6	806	18.6
Medium Size Firms	11	10.1	446	7.3
Large Firms	3	13.6	1,499	18.8
All Size Firms	90	12.3	2,751	14.9
100%				
Small Firms	248	41.3	1,928	44.4
Medium Size Firms	34	31.2	1,983	32.4
Large Firms	3	13.6	1,630	20.5
All Size Firms	285	38.9	5,541	30.1
Subtotal of Small Firms	601	100.0	4,339	100.0
Subtotal of Medium Size Firms	109	100.0	6,118	100.0
Subtotal of Large Firms	22	100.0	7,966	100.0
Grand Total	732	100.0	18,423	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 56 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	96	42.9	298	52.3
Medium Size Firms	9	26.5	273	50.9
All Size Firms	105	39.3	571	34.8
1% to 25%				
Medium Size Firms	10	29.4	173	32.3
Large Firms	1	11.1	23	4.3
All Size Firms	11	4.1	196	12.0
26% to 50%				
Small Firms	37	16.5	69	12.1
Medium Size Firms	4	11.8	4	0.7
Large Firms	5	55.6	343	64.4
All Size Firms	46	17.2	416	25.4
76% to 99%				
Small Firms	24	10.7	57	10.0
Medium Size Firms	7	20.6	76	14.2
Large Firms	3	33.3	167	31.3
All Size Firms	34	12.7	300	18.3
100%				
Small Firms	67	29.9	146	25.6
Medium Size Firms	4	11.8	10	1.9
All Size Firms	71	26.6	156	9.5
Subtotal of Small Firms	224	100.0	570	100.0
Subtotal of Medium Size Firms	34	100.0	536	100.0
Subtotal of Large Firms	9	100.0	533	100.0
Grand Total	267	100.0	1,639	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 22 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	609	69.4	4,617	57.0
Medium Size Firms	23	25.3	856	28.0
Large Firms	4	22.2	381	6.8
All Size Firms	636	64.4	5,854	34.9
1% to 25%				
Medium Size Firms	20	22.0	341	11.1
Large Firms	1	5.6	143	2.6
All Size Firms	21	2.1	484	2.9
26% to 50%				
Small Firms	110	12.5	1,828	22.6
Medium Size Firms	23	25.3	735	24.0
Large Firms	6	33.3	3,182	57.0
All Size Firms	139	14.1	5,745	34.3
51% to 75%				
Small Firms	58	6.6	773	9.5
Medium Size Firms	9	9.9	202	6.6
Large Firms	4	22.2	743	13.3
All Size Firms	71	7.2	1,718	10.3
76% to 99%				
Small Firms	37	4.2	451	5.6
Medium Size Firms	13	14.3	866	28.3
All Size Firms	50	5.1	1,317	7.9
100%				
Small Firms	64	7.3	437	5.4
Medium Size Firms	3	3.3	61	2.0
Large Firms	3	16.7	1,138	20.4
All Size Firms	70	7.1	1,636	9.8
Subtotal of Small Firms	878	100.0	8,106	100.0
Subtotal of Medium Size Firms	91	100.0	3,061	100.0
Subtotal of Large Firms	18	100.0	5,587	100.0
Grand Total	987	100.0	16,754	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 62 F.I.R.E. firms, or 96.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	517	86.0	3,541	81.6
Medium Size Firms	31	29.2	2,577	42.7
Large Firms	4	19.0	772	9.7
All Size Firms	552	75.8	6,890	37.6
1% to 25%				
Medium Size Firms	23	21.7	1,003	16.6
Large Firms	1	4.8	690	8.7
All Size Firms	24	3.3	1,693	9.2
26% to 50%				
Medium Size Firms	28	26.4	1,187	19.6
Large Firms	9	42.9	2,850	35.8
All Size Firms	37	5.1	4,037	22.0
51% to 75%				
Small Firms	47	7.8	506	11.7
Medium Size Firms	15	14.2	926	15.3
Large Firms	4	19.0	2,025	25.4
All Size Firms	66	9.1	3,457	18.8
76% to 99%				
Small Firms	11	1.8	112	2.6
Medium Size Firms	6	5.7	317	5.2
All Size Firms	17	2.3	429	2.3
100%				
Small Firms	26	4.3	180	4.1
Medium Size Firms	3	2.8	32	0.5
Large Firms	3	14.3	1,630	20.5
All Size Firms	32	4.4	1,842	10.0
Subtotal of Small Firms	601	100.0	4,339	100.0
Subtotal of Medium Size Firms	106	100.0	6,042	100.0
Subtotal of Large Firms	21	100.0	7,967	100.0
Grand Total	728	100.0	18,348	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 55 F.I.R.E. firms, or 98.2% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	213	95.1	523	91.8
Medium Size Firms	16	45.7	427	79.8
All Size Firms	229	85.4	950	58.0
1% to 25%				
Medium Size Firms	7	20.0	28	5.2
Large Firms	1	11.1	23	4.3
All Size Firms	8	3.0	51	3.1
26% to 50%				
Medium Size Firms	4	11.4	4	0.7
Large Firms	5	55.6	343	64.4
All Size Firms	9	3.4	347	21.2
51% to 75%				
Small Firms	11	4.9	47	8.2
Medium Size Firms	4	11.4	56	10.5
Large Firms	3	33.3	167	31.3
All Size Firms	18	6.7	270	16.5
76% to 99%				
Medium Size Firms	4	11.4	20	3.7
All Size Firms	4	1.5	20	1.2
Subtotal of Small Firms	224	100.0	570	100.0
Subtotal of Medium Size Firms	35	100.0	535	100.0
Subtotal of Large Firms	9	100.0	533	100.0
Grand Total	268	100.0	1,638	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 22 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E.

Salaried

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	374	31.6	2,768	26.3
Medium Size Firms	72	72.7	2,570	77.9
Large Firms	19	67.9	5,472	59.2
All Size Firms	465	35.4	10,810	46.9
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	37	3.1	534	5.1
Medium Size Firms	20	20.2	666	20.2
Large Firms	24	85.7	8,844	95.7
All Size Firms	81	6.2	10,044	43.6
WELLNESS PROGRAM				
Small Firms	60	5.1	70	0.7
Medium Size Firms	4	4.0	182	5.5
Large Firms	11	39.3	4,778	51.7
All Size Firms	75	5.7	5,030	21.8
VISION CARE PROGRAM				
Small Firms	323	27.3	2,227	21.2
Medium Size Firms	29	29.3	873	26.5
Large Firms	14	50.0	3,898	42.2
All Size Firms	366	27.9	6,998	30.4
PRESCRIPTION DRUG PLAN				
Small Firms	601	50.7	5,379	51.2
Medium Size Firms	72	72.7	2,602	78.9
Large Firms	16	57.1	4,080	44.2
All Size Firms	689	52.5	12,061	52.3
MENTAL HEALTH RIDER				
Small Firms	26	2.2	398	3.8
Medium Sized Firms	13	13.1	592	18.0
Large Firms	2	7.1	265	2.9
All Size Firms	41	3.1	1,255	5.4
LIFE INSURANCE				
Small Firms	965	81.4	9,236	87.8
Medium Size Firms	99	100.0	3,297	100.0
Large Firms	28	100.0	9,237	100.0
All Size Firms	1,092	83.2	21,770	94.5
ACCIDENTAL DEATH INSURANCE				
Small Firms	486	41.0	5,479	52.1
Medium Size Firms	75	75.8	2,422	73.5
Large Firms	21	75.0	7,810	84.6
All Size Firms	582	44.4	15,711	68.2

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	173	14.6	1,949	18.5
Medium Size Firms	30	30.3	1,042	31.6
Large Firms	7	25.0	504	5.5
All Size Firms	210	16.0	3,495	15.2
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	26	2.2	313	3.0
Medium Size Firms	7	7.1	458	13.9
All Size Firms	33	2.5	771	3.3
OTHER (please name)				
Small Firms	104	8.8	529	5.0
Large Firms	1	3.6	11	0.1
All Size Firms	105	8.0	540	2.3
Subtotal of Small Firms	1,185	100.0	10,515	100.0
Subtotal of Medium Size Firms	99	100.0	3,297	100.0
Subtotal of Large Firms	28	100.0	9,237	100.0
Grand Total	1,312	100.0	23,049	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 80 firms, or 79.2% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E.

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	246	31.3	1,969	33.8
Medium Size Firms	81	71.1	4,393	68.4
Large Firms	19	76.0	8,412	79.8
All Size Firms	346	37.4	14,774	64.8
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	11	1.4	59	1.0
Medium Size Firms	26	22.8	1,574	24.5
Large Firms	14	56.0	5,917	56.1
All Size Firms	51	5.5	7,550	33.1
WELLNESS PROGRAM				
Small Firms	47	6.0	78	1.3
Medium Size Firms	10	8.8	593	9.2
Large Firms	5	20.0	2,397	22.7
All Size Firms	62	6.7	3,068	13.5
VISION CARE PROGRAM				
Small Firms	256	32.5	2,034	35.0
Medium Size Firms	19	16.7	1,165	18.2
Large Firms	7	28.0	3,512	33.3
All Size Firms	282	30.5	6,711	29.5
PRESCRIPTION DRUG PLAN				
Small Firms	439	55.8	3,226	55.4
Medium Size Firms	66	57.9	3,058	47.6
Large Firms	18	72.0	8,232	78.1
All Size Firms	523	56.5	14,516	63.7
MENTAL HEALTH RIDER				
Medium Sized Firms	7	6.1	237	3.7
Large Firms	4	16.0	1,615	15.3
All Size Firms	11	1.2	1,852	8.1
LIFE INSURANCE				
Small Firms	640	81.3	5,074	87.2
Medium Size Firms	114	100.0	6,418	100.0
Large Firms	25	100.0	10,547	100.0
All Size Firms	779	84.1	22,039	96.7
ACCIDENTAL DEATH INSURANCE				
Small Firms	237	30.1	1,127	19.4
Medium Size Firms	90	78.9	5,597	87.2
Large Firms	17	68.0	7,757	73.5
All Size Firms	344	37.1	14,481	63.6

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	110	14.0	821	14.1
Medium Size Firms	34	29.8	2,214	34.5
Large Firms	7	28.0	3,562	33.8
All Size Firms	151	16.3	6,597	29.0
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Medium Size Firms	3	2.6	32	0.5
All Size Firms	3	0.3	32	0.1
OTHER (please name)				
Small Firms	78	9.9	556	9.6
Large Firms	1	4.0	242	2.3
All Size Firms	79	8.5	798	3.5
Subtotal of Small Firms	787	100.0	5,819	100.0
Subtotal of Medium Size Firms	114	100.0	6,418	100.0
Subtotal of Large Firms	25	100.0	10,547	100.0
Grand Total	926	100.0	22,784	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 68 firms, or 82.9% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E.
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	50	22.1	171	28.0
Medium Size Firms	12	30.8	33	5.9
Large Firms	8	66.7	392	81.7
All Size Firms	70	25.3	596	36.1
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	11	4.9	47	7.7
Medium Size Firms	13	33.3	173	30.9
Large Firms	11	91.7	454	94.6
All Size Firms	35	12.6	674	40.8
WELLNESS PROGRAM				
Large Firms	2	16.7	4	0.8
All Size Firms	2	0.7	4	0.2
VISION CARE PROGRAM				
Small Firms	61	27.0	126	20.6
Medium Size Firms	13	33.3	294	52.5
Large Firms	6	50.0	133	27.7
All Size Firms	80	28.9	553	33.5
PRESCRIPTION DRUG PLAN				
Small Firms	99	43.8	168	27.5
Medium Size Firms	24	61.5	327	58.4
Large Firms	11	91.7	476	99.2
All Size Firms	134	48.4	971	58.8
LIFE INSURANCE				
Small Firms	148	65.5	476	77.9
Medium Size Firms	31	79.5	391	69.8
Large Firms	8	66.7	392	81.7
All Size Firms	187	67.5	1,259	76.3
ACCIDENTAL DEATH INSURANCE				
Small Firms	58	25.7	282	46.2
Medium Size Firms	27	69.2	335	59.8
Large Firms	8	66.7	392	81.7
All Size Firms	93	33.6	1,009	61.1

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms		0.0		0.0
Medium Size Firms	24	61.5	327	58.4
Large Firms	3	25.0	49	10.2
All Size Firms	27	9.7	376	22.8
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Medium Size Firms	4	10.3	20	3.6
All Size Firms	4	1.4	20	1.2
OTHER (please name)				
Small Firms	41	18.1	84	13.7
All Size Firms	41	14.8	84	5.1
Subtotal of Small Firms	226	100.0	611	100.0
Subtotal of Medium Size Firms	39	100.0	560	100.0
Subtotal of Large Firms	12	100.0	480	100.0
Grand Total	277	100.0	1,651	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 26 firms, or 33.8% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	448	26.0	1,667	13.1
Medium Size Firms	5	4.9	329	9.1
All Size Firms	453	24.4	1,996	7.8
NO WAITING PERIOD REQUIRED				
Small Firms	101	5.9	759	6.0
Medium Size Firms	8	7.8	526	14.5
Large Firms	9	31.0	4,691	50.8
All Size Firms	118	6.4	5,976	23.4
YES, 30 DAYS OR LESS				
Small Firms	298	17.3	3,653	28.8
Medium Size Firms	27	26.2	958	26.4
Large Firms	11	37.9	4,068	44.0
All Size Firms	336	18.1	8,679	34.0
31 to 60 DAYS				
Small Firms	235	13.6	1,730	13.6
Medium Size Firms	20	19.4	968	26.7
Large Firms	3	10.3	275	3.0
All Size Firms	258	13.9	2,973	11.6
61 to 90 DAYS				
Small Firms	382	22.1	2,289	18.0
Medium Size Firms	38	36.9	778	21.5
Large Firms	6	20.7	202	2.2
All Size Firms	426	22.9	3,269	12.8
MORE THAN 90 DAYS				
Small Firms	207	12.0	2,189	17.2
Medium Size Firms	5	4.9	66	1.8
All Size Firms	212	11.4	2,255	8.8
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	54	3.1	416	3.3
All Size Firms	54	2.9	416	1.6
Subtotal of Small Firms	1,725	100.0	12,703	100.0
Subtotal of Medium Size Firms	103	100.0	3,625	100.0
Subtotal of Large Firms	29	100.0	9,236	100.0
Grand Total	1,857	100.0	25,564	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 99 firms, or 98.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	334	29.0	1,318	18.1
Medium Size Firms	5	4.2	473	6.9
All Size Firms	339	26.2	1,791	7.2
NO WAITING PERIOD REQUIRED				
Small Firms	90	7.8	687	9.4
Medium Size Firms	18	15.1	2,115	30.7
Large Firms	3	11.5	1,630	15.5
All Size Firms	111	8.6	4,432	17.9
YES, 30 DAYS OR LESS				
Small Firms	132	11.5	922	12.7
Medium Size Firms	36	30.3	1,432	20.8
Large Firms	14	53.8	5,564	52.8
All Size Firms	182	14.1	7,918	32.0
31 to 60 DAYS				
Small Firms	178	15.5	1,646	22.6
Medium Size Firms	17	14.3	798	11.6
Large Firms	3	11.5	534	5.1
All Size Firms	198	15.3	2,978	12.0
61 to 90 DAYS				
Small Firms	254	22.1	1,905	26.2
Medium Size Firms	38	31.9	1,883	27.3
Large Firms	6	23.1	2,818	26.7
All Size Firms	298	23.0	6,606	26.7
MORE THAN 90 DAYS				
Small Firms	135	11.7	442	6.1
Medium Size Firms	5	4.2	189	2.7
All Size Firms	140	10.8	631	2.6
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	27	2.3	364	5.0
All Size Firms	27	2.1	364	1.5
Subtotal of Small Firms	1,150	100.0	7,284	100.0
Subtotal of Medium Size Firms	119	100.0	6,890	100.0
Subtotal of Large Firms	26	100.0	10,546	100.0
Grand Total	1,295	100.0	24,720	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	292	51.4	609	45.3
Medium Size Firms	14	22.6	67	9.8
All Size Firms	306	47.5	676	25.3
NO WAITING PERIOD REQUIRED				
Small Firms	13	2.3	10	0.7
Medium Size Firms	13	21.0	81	11.8
All Size Firms	26	4.0	91	3.4
YES, 30 DAYS OR LESS				
Small Firms	36	6.3	48	3.6
Medium Size Firms	10	16.1	74	10.8
Large Firms	9	64.3	532	82.9
All Size Firms	55	8.5	654	24.5
31 to 60 DAYS				
Small Firms	38	6.7	194	14.4
Medium Size Firms	15	24.2	52	7.6
All Size Firms	53	8.2	246	9.2
61 to 90 DAYS				
Small Firms	78	13.7	156	11.6
Medium Size Firms	6	9.7	265	38.7
Large Firms	5	35.7	110	17.1
All Size Firms	89	13.8	531	19.9
MORE THAN 90 DAYS				
Small Firms	111	19.5	328	24.4
Medium Size Firms	4	6.5	145	21.2
All Size Firms	115	17.9	473	17.7
Subtotal of Small Firms	568	100.0	1,345	100.0
Subtotal of Medium Size Firms	62	100.0	684	100.0
Subtotal of Large Firms	14	100.0	642	100.0
Grand Total	644	100.0	2,671	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 37V: Retirement Plans for Oklahoma F.I.R.E. Salary Employees by Firm Size.*
Question 37: "Please check boxes indicating retirement plans you offer."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	782	45.7	3,965	31.5
Medium Size Firms	11	10.6	360	9.9
All Size Firms	793	43.1	4,325	19.8
DEFINED BENEFIT PLAN				
Small Firms	194	11.3	1,347	10.7
Medium Size Firms	10	9.6	753	20.8
Large Firms	4	18.2	1,215	21.4
All Size Firms	208	11.3	3,315	15.1
DEFINED CONTRIBUTION PLAN				
Small Firms	678	39.6	6,693	53.2
Medium Size Firms	87	83.7	2,910	80.3
Large Firms	22	100.0	5,684	100.0
All Size Firms	787	42.8	15,287	69.8
PROFIT SHARING				
Small Firms	85	5.0	1,343	10.7
Medium Size Firms	10	9.6	325	9.0
Large Firms	9	40.9	4,018	70.7
All Size Firms	104	5.7	5,686	26.0
OTHER (please name)				
Small Firms	181	10.6	2,121	16.9
Large Firms	1	4.5	11	0.2
All Size Firms	182	9.9	2,132	9.7
Subtotal of Small Firms	1,712	100.0	12,578	100.0
Subtotal of Medium Size Firms	104	100.0	3,626	100.0
Subtotal of Large Firms	22	100.0	5,684	100.0
Grand Total	1,838	100.0	21,888	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 97 firms, or 96.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	536	46.6	3,112	43.3
Medium Size Firms	11	9.2	830	12.0
All Size Firms	547	42.3	3,942	16.0
DEFINED BENEFIT PLAN				
Small Firms	82	7.1	286	4.0
Medium Size Firms	6	5.0	317	4.6
Large Firms	4	16.0	2,155	20.4
All Size Firms	92	7.1	2,758	11.2
DEFINED CONTRIBUTION PLAN				
Small Firms	463	40.3	3,206	44.7
Medium Size Firms	102	85.7	5,744	83.4
Large Firms	25	100.0	10,547	100.0
All Size Firms	590	45.6	19,497	79.2
PROFIT SHARING				
Small Firms	47	4.1	455	6.3
Medium Size Firms	10	8.4	179	2.6
Large Firms	9	36.0	3,163	30.0
All Size Firms	66	5.1	3,797	15.4
OTHER (please name)				
Small Firms	115	10.0	654	9.1
Large Firms	4	16.0	1,565	14.8
All Size Firms	119	9.2	2,219	9.0
Subtotal of Small Firms	1,149	100.0	7,179	100.0
Subtotal of Medium Size Firms	119	100.0	6,891	100.0
Subtotal of Large Firms	25	100.0	10,547	100.0
Grand Total	1,293	100.0	24,617	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	379	58.1	835	52.4
Medium Size Firms	17	21.3	324	37.9
All Size Firms	396	52.7	1,159	35.2
DEFINED BENEFIT PLAN				
Small Firms	11	1.7	47	3.0
Medium Size Firms	4	5.0	20	2.3
Large Firms	2	10.5	4	0.5
All Size Firms	17	2.3	71	2.2
DEFINED CONTRIBUTION PLAN				
Small Firms	262	40.2	711	44.6
Medium Size Firms	63	78.8	531	62.1
Large Firms	19	100.0	846	100.0
All Size Firms	344	45.8	2,088	63.4
PROFIT SHARING				
Small Firms	73	11.2	247	15.5
Medium Size Firms	8	10.0	89	10.4
Large Firms	9	47.4	533	63.0
All Size Firms	90	12.0	869	26.4
OTHER (please name)				
Small Firms	73	11.2	258	16.2
Large Firms	3	15.8	176	20.8
All Size Firms	76	10.1	434	13.2
Subtotal of Small Firms	652	100.0	1,593	100.0
Subtotal of Medium Size Firms	80	100.0	855	100.0
Subtotal of Large Firms	19	100.0	846	100.0
Grand Total	751	100.0	3,294	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 52 firms, or 67.5% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	38	4.5	191	2.4
Medium Size Firms	21	25.0	463	15.6
All Size Firms	59	6.3	654	4.0
EMPLOYER ONLY				
Small Firms	140	16.7	851	10.8
Medium Size Firms	6	7.1	356	12.0
All Size Firms	146	15.5	1,207	7.4
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	230	27.5	1,581	20.0
Medium Size Firms	6	7.1	89	3.0
Large Firms	7	33.3	1,005	18.1
All Size Firms	243	25.8	2,675	16.3
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	104	12.4	1,913	24.2
Medium Size Firms	10	11.9	447	15.1
Large Firms	2	9.5	106	1.9
All Size Firms	116	12.3	2,466	15.0
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	325	38.8	3,357	42.5
Medium Size Firms	41	48.8	1,614	54.4
Large Firms	12	57.1	4,430	79.9
All Size Firms	378	40.1	9,401	57.3
Subtotal of Small Firms	837	100.0	7,893	100.0
Subtotal of Medium Size Firms	84	100.0	2,969	100.0
Subtotal of Large Firms	21	100.0	5,541	100.0
Grand Total	942	100.0	16,403	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 63 F.I.R.E. firms, or 86.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	39	7.0	355	9.4
Medium Size Firms	21	21.0	930	16.0
All Size Firms	60	8.8	1,285	6.6
EMPLOYER ONLY				
Small Firms	68	12.1	367	9.7
Medium Size Firms	6	6.0	317	5.5
All Size Firms	74	10.8	684	3.5
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	178	31.7	1,469	38.7
Medium Size Firms	11	11.0	839	14.4
Large Firms	7	30.4	3,249	33.0
All Size Firms	196	28.7	5,557	28.6
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	26	4.6	231	6.1
Medium Size Firms	6	6.0	184	3.2
Large Firms	2	8.7	397	4.0
All Size Firms	34	5.0	812	4.2
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	250	44.6	1,371	36.1
Medium Size Firms	56	56.0	3,541	60.9
Large Firms	14	60.9	6,211	63.0
All Size Firms	320	46.8	11,123	57.2
Subtotal of Small Firms	561	100.0	3,793	100.0
Subtotal of Medium Size Firms	100	100.0	5,811	100.0
Subtotal of Large Firms	23	100.0	9,857	100.0
Grand Total	684	100.0	19,461	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 55 F.I.R.E. firms, or 87.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	26	9.6	51	6.7
Medium Size Firms	11	20.4	123	25.1
All Size Firms	37	10.8	174	8.4
EMPLOYER ONLY				
Small Firms	21	7.7	100	13.2
All Size Firms	21	6.1	100	4.8
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	100	36.8	104	13.7
Large Firms	7	38.9	274	33.3
All Size Firms	107	31.1	378	18.2
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	52	19.1	231	30.5
All Size Firms	52	15.1	231	11.1
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	73	26.8	272	35.9
Medium Size Firms	43	79.6	368	74.9
Large Firms	11	61.1	549	66.7
All Size Firms	127	36.9	1,189	57.4
Subtotal of Small Firms	272	100.0	758	100.0
Subtotal of Medium Size Firms	54	100.0	491	100.0
Subtotal of Large Firms	18	100.0	823	100.0
Grand Total	344	100.0	2,072	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 32 F.I.R.E. firms, or 53.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 39V: Educational Benefits for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	1,126	65.2	7,492	60.1
Medium Size Firms	27	26.5	740	21.3
Large Firms	3	10.7	128	1.4
All Size Firms	1,156	62.3	8,360	33.2
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium Size Firms	7	6.9	97	2.8
Large Firms	3	10.7	1,138	12.3
All Size Firms	10	0.5	1,235	4.9
YES, BASED ON COURSE GRADE				
Small Firms	96	5.6	350	2.8
Medium Size Firms	18	17.6	789	22.7
Large Firms	20	71.4	8,880	96.1
All Size Firms	134	7.2	10,019	39.8
YES, MUST BE JOB RELATED				
Small Firms	586	34.0	4,921	39.4
Medium Size Firms	62	60.8	2,612	75.1
Large Firms	25	89.3	8,108	87.8
All Size Firms	673	36.3	15,641	62.1
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	47	2.7	39	0.3
Large Firms	10	35.7	3,925	42.5
All Size Firms	57	3.1	3,964	15.7
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	108	6.3	216	1.7
Medium Size Firms	15	14.7	757	21.8
Large Firms	6	21.4	3,182	34.4
All Size Firms	129	7.0	4,155	16.5
Subtotal of Small Firms	1,726	100.0	12,475	100.0
Subtotal of Medium Size Firms	102	100.0	3,479	100.0
Subtotal of Large Firms	28	100.0	9,237	100.0
Grand Total	1,856	100.0	25,191	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 98 firms, or 97.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	750	65.0	4,406	60.6
Medium Size Firms	27	23.1	1,261	18.4
Large Firms	5	20.0	2,684	25.4
All Size Firms	782	60.3	8,351	33.9
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium Size Firms	7	6.0	324	4.7
Large Firms	3	12.0	1,630	15.5
All Size Firms	10	0.8	1,954	7.9
YES, BASED ON COURSE GRADE				
Small Firms	96	8.3	1,049	14.4
Medium Size Firms	33	28.2	2,827	41.3
Large Firms	14	56.0	5,473	51.9
All Size Firms	143	11.0	9,349	37.9
YES, MUST BE JOB RELATED				
Small Firms	391	33.9	2,632	36.2
Medium Size Firms	71	60.7	3,850	56.3
Large Firms	19	76.0	7,863	74.6
All Size Firms	481	37.1	14,345	58.2
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	47	4.1	196	2.7
Medium Size Firms	10	8.5	1,610	23.5
Large Firms	10	40.0	3,552	33.7
All Size Firms	67	5.2	5,358	21.7
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	108	9.4	769	10.6
Medium Size Firms	11	9.4	830	12.1
Large Firms	6	24.0	1,527	14.5
All Size Firms	125	9.6	3,126	12.7
Subtotal of Small Firms	1,154	100.0	7,267	100.0
Subtotal of Medium Size Firms	117	100.0	6,843	100.0
Subtotal of Large Firms	25	100.0	10,547	100.0
Grand Total	1,296	100.0	24,657	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 78 firms, or 95.1% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	587	74.7	1,469	72.8
Medium Size Firms	23	28.8	133	15.0
Large Firms	4	28.6	202	26.6
All Size Firms	614	69.8	1,804	49.3
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Medium Size Firms	7	8.8	28	3.2
All Size Firms	7	0.8	28	0.8
YES, BASED ON COURSE GRADE				
Small Firms	35	4.5	143	7.1
Medium Size Firms	8	10.0	248	28.1
Large Firms	9	64.3	533	70.3
All Size Firms	52	5.9	924	25.2
YES, MUST BE JOB RELATED				
Small Firms	186	23.7	476	23.6
Medium Size Firms	44	55.0	458	51.8
Large Firms	10	71.4	556	73.4
All Size Firms	240	27.3	1,490	40.7
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Medium Size Firms	4	5.0	145	16.4
Large Firms	8	57.1	510	67.3
All Size Firms	12	1.4	655	17.9
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Medium Size Firms	10	12.5	285	32.2
Large Firms	5	35.7	343	45.3
All Size Firms	15	1.7	628	17.2
Subtotal of Small Firms	786	100.0	2,018	100.0
Subtotal of Medium Size Firms	80	100.0	884	100.0
Subtotal of Large Firms	14	100.0	758	100.0
Grand Total	880	100.0	3,660	100.0

Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 55 firms, or 71.4% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	24	4.0	80	1.6
Medium Size Firms	11	14.7	464	16.9
All Size Firms	35	5.0	544	3.2
26% to 50%				
Medium Size Firms	5	6.7	329	12.0
All Size Firms	5	0.7	329	2.0
51% to 75%				
Small Firms	108	18.0	216	4.3
Large Firms	3	11.5	220	2.4
All Size Firms	111	15.9	436	2.6
76% to 99%				
Small Firms	11	1.8	270	5.4
Medium Size Firms	4	5.3	47	1.7
Large Firms	6	23.1	434	4.8
All Size Firms	21	3.0	751	4.5
100%				
Small Firms	456	76.1	4,417	88.6
Medium Size Firms	55	73.3	1,899	69.3
Large Firms	17	65.4	8,455	92.8
All Size Firms	528	75.4	14,771	87.8
Subtotal of Small Firms	599	100.0	4,983	100.0
Subtotal of Medium Size Firms	75	100.0	2,739	100.0
Subtotal of Large Firms	26	100.0	9,109	100.0
Grand Total	700	100.0	16,831	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 50 F.I.R.E. firms, or 94.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	24	5.6	119	4.0
Medium Size Firms	11	12.1	435	7.8
All Size Firms	35	6.4	554	3.4
26% to 50%				
Medium Size Firms	5	5.5	473	8.5
All Size Firms	5	0.9	473	2.9
51% to 75%				
Small Firms	108	25.0	769	25.6
Large Firms	3	15.0	1,215	15.5
All Size Firms	111	20.4	1,984	12.1
76% to 99%				
Medium Size Firms	4	4.4	559	10.0
Large Firms	4	20.0	1,612	20.5
All Size Firms	8	1.5	2,171	13.2
100%				
Small Firms	300	69.4	2,119	70.5
Medium Size Firms	71	78.0	4,116	73.7
Large Firms	13	65.0	5,035	64.0
All Size Firms	384	70.7	11,270	68.5
Subtotal of Small Firms	432	100.0	3,007	100.0
Subtotal of Medium Size Firms	91	100.0	5,583	100.0
Subtotal of Large Firms	20	100.0	7,862	100.0
Grand Total	543	100.0	16,452	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 46 F.I.R.E. firms, or 93.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	13	6.5	10	1.8
All Size Firms	13	4.9	10	0.5
51% to 75%				
Large Firms	1	10.0	23	4.1
All Size Firms	1	0.4	23	1.2
76% to 99%				
Medium Size Firms	6	10.5	265	35.3
All Size Firms	6	2.3	265	14.3
100%				
Small Firms	186	93.5	538	98.2
Medium Size Firms	51	89.5	486	64.7
Large Firms	9	90.0	533	95.9
All Size Firms	246	92.5	1,557	83.9
Subtotal of Small Firms	199	100.0	548	100.0
Subtotal of Medium Size Firms	57	100.0	751	100.0
Subtotal of Large Firms	10	100.0	556	100.0
Grand Total	266	100.0	1,855	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 27 F.I.R.E. firms, or 55.1% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,116	64.2	5,952	46.7
Medium Size Firms	20	19.2	1,254	34.6
Large Firms	1	3.2	11	0.1
All Size Firms	1,137	60.7	7,217	28.0
YES, FOR HEALTH EXPENSES				
Small Firms	623	35.8	6,792	53.3
Medium Size Firms	84	80.8	2,372	65.4
Large Firms	30	96.8	9,424	99.9
All Size Firms	737	39.3	18,588	72.0
YES, FOR CHILDCARE EXPENSES				
Small Firms	432	24.9	4,152	32.6
Medium Size Firms	65	62.5	2,213	61.0
Large Firms	29	93.5	9,318	98.8
All Size Firms	526	28.1	15,683	60.8
YES, OTHER EXPENSES (please name)				
Small Firms	58	3.3	98	0.8
Medium Size Firms	12	11.5	322	8.9
Large Firms	2	6.5	22	0.2
All Size Firms	72	3.8	442	1.7
Subtotal of Small Firms	1,738	100.0	12,745	100.0
Subtotal of Medium Size Firms	104	100.0	3,626	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,873	100.0	25,806	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 101 firms, or 100.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	684	57.2	3,596	47.6
Medium Size Firms	15	12.6	867	12.6
Large Firms	1	3.7	242	2.2
All Size Firms	700	52.2	4,705	18.4
YES, FOR HEALTH EXPENSES				
Small Firms	511	42.8	3,953	52.4
Medium Size Firms	104	87.4	6,024	87.4
Large Firms	26	96.3	10,943	97.8
All Size Firms	641	47.8	20,920	81.6
YES, FOR CHILDCARE EXPENSES				
Small Firms	399	33.4	2,941	39.0
Medium Size Firms	86	72.3	5,006	72.6
Large Firms	25	92.6	10,705	95.7
All Size Firms	510	38.0	18,652	72.8
YES, OTHER EXPENSES (please name)				
Small Firms	58	4.9	214	2.8
Medium Size Firms	25	21.0	1,774	25.7
Large Firms	2	7.4	1,123	10.0
All Size Firms	85	6.3	3,111	12.1
Subtotal of Small Firms	1,195	100.0	7,549	100.0
Subtotal of Medium Size Firms	119	100.0	6,891	100.0
Subtotal of Large Firms	27	100.0	11,185	100.0
Grand Total	1,341	100.0	25,625	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 100.0% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	528	77.2	1,064	72.8
Medium Size Firms	29	42.6	196	24.1
All Size Firms	557	72.7	1,260	44.2
YES, FOR HEALTH EXPENSES				
Small Firms	155	22.7	397	27.2
Medium Size Firms	39	57.4	617	76.0
Large Firms	13	92.9	573	99.3
All Size Firms	207	27.0	1,587	55.7
YES, FOR CHILDCARE EXPENSES				
Small Firms	145	21.2	350	24.0
Medium Size Firms	26	38.2	323	39.8
Large Firms	14	100.0	577	100.0
All Size Firms	185	24.2	1,250	43.9
YES, OTHER EXPENSES (please name)				
Small Firms	11	1.6	18	1.2
Large Firms	2	14.3	26	4.5
All Size Firms	13	1.7	44	1.5
Subtotal of Small Firms	684	100.0	1,461	100.0
Subtotal of Medium Size Firms	68	100.0	812	100.0
Subtotal of Large Firms	14	100.0	577	100.0
Grand Total	766	100.0	2,850	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 4963.6 firms, or ****% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 42V: Childcare Assistance for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,677	97.2	12,006	96.2
Medium Size Firms	104	100.0	3,626	100.0
Large Firms	30	96.8	9,292	98.5
All Size Firms	1,811	97.3	24,924	97.6
YES, ON-SITE FACILITY				
Small Firms	28	1.6	147	1.2
All Size Firms	28	1.5	147	0.6
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Small Firms	49	2.8	469	3.8
All Size Firms	49	2.6	469	1.8
YES, REFERRAL INFORMATION				
Large Firms	1	3.2	143	1.5
All Size Firms	1	0.1	143	0.6
Subtotal of Small Firms	1,726	100.0	12,475	100.0
Subtotal of Medium Size Firms	104	100.0	3,626	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,861	100.0	25,536	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 100 firms, or 99.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	1,182	100.0	7,414	100.0
Medium Size Firms	117	100.0	6,843	100.0
Large Firms	26	96.3	10,495	93.8
All Size Firms	1,325	99.9	24,752	97.3
YES, REFERRAL INFORMATION				
Large Firms	1	3.7	690	6.2
All Size Firms	1	0.1	690	2.7
Subtotal of Small Firms	1,182	100.0	7,414	100.0
Subtotal of Medium Size Firms	117	100.0	6,843	100.0
Subtotal of Large Firms	27	100.0	11,185	100.0
Grand Total	1,326	100.0	25,442	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 80 firms, or 97.6% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	845	100.0	2,068	100.0
Medium Size Firms	103	100.0	1,125	100.0
Large Firms	19	95.0	815	97.3
All Size Firms	967	99.9	4,008	99.4
YES, REFERRAL INFORMATION				
Large Firms	1	5.0	23	2.7
All Size Firms	1	0.1	23	0.6
Subtotal of Small Firms	845	100.0	2,068	100.0
Subtotal of Medium Size Firms	103	100.0	1,125	100.0
Subtotal of Large Firms	20	100.0	838	100.0
Grand Total	968	100.0	4,031	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 64 firms, or 83.1% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 43V: Flexible Work Arrangements for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,362	82.0	10,724	88.5
Medium Size Firms	69	69.7	2,528	76.7
Large Firms	17	54.8	4,266	45.2
All Size Firms	1,448	80.8	17,518	70.5
FLEX-TIME				
Small Firms	301	18.1	1,397	11.5
Medium Size Firms	29	29.3	769	23.3
Large Firms	14	45.2	5,169	54.8
All Size Firms	344	19.2	7,335	29.5
FOUR DAY (ten hour/day) WORK WEEKS				
Large Firms	9	29.0	3,830	40.6
All Size Firms	9	0.5	3,830	15.4
TELECOMMUTING (work at home)				
Small Firms	74	4.4	88	0.7
Large Firms	6	19.4	3,193	33.8
All Size Firms	80	4.5	3,281	13.2
Subtotal of Small Firms	1,663	100.0	12,121	100.0
Subtotal of Medium Size Firms	99	100.0	3,297	100.0
Subtotal of Large Firms	31	100.0	9,435	100.0
Grand Total	1,793	100.0	24,853	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 96 firms, or 95.0% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	955	82.5	6,040	84.7
Medium Size Firms	75	69.4	4,128	68.0
Large Firms	12	44.4	4,681	41.9
All Size Firms	1,042	80.7	14,849	60.9
FLEX-TIME				
Small Firms	203	17.5	1,086	15.2
Medium Size Firms	32	29.6	1,942	32.0
Large Firms	15	55.6	6,504	58.1
All Size Firms	250	19.3	9,532	39.1
FOUR DAY (ten hour/day) WORK WEEKS				
Medium Size Firms	7	6.5	1,052	17.3
Large Firms	9	33.3	3,397	30.4
All Size Firms	16	1.2	4,449	18.2
TELECOMMUTING (work at home)				
Small Firms	52	4.5	56	0.8
Large Firms	5	18.5	1,372	12.3
All Size Firms	57	4.4	1,428	5.9
Subtotal of Small Firms	1,157	100.0	7,127	100.0
Subtotal of Medium Size Firms	108	100.0	6,070	100.0
Subtotal of Large Firms	27	100.0	11,185	100.0
Grand Total	1,292	100.0	24,382	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 76 firms, or 92.7% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	648	82.2	1,710	88.0
Medium Size Firms	80	78.4	1,119	91.6
Large Firms	11	61.1	292	36.4
All Size Firms	739	81.4	3,121	78.7
FLEX-TIME				
Small Firms	140	17.8	233	12.0
Medium Size Firms	21	20.6	103	8.4
Large Firms	8	44.4	510	63.6
All Size Firms	169	18.6	846	21.3
FOUR DAY (ten hour/day) WORK WEEKS				
Large Firms	8	44.4	510	63.6
All Size Firms	8	0.9	510	12.9
TELECOMMUTING (work at home)				
Small Firms	52	6.6	56	2.9
Large Firms	5	27.8	343	42.8
All Size Firms	57	6.3	399	10.1
Subtotal of Small Firms	788	100.0	1,943	100.0
Subtotal of Medium Size Firms	102	100.0	1,222	100.0
Subtotal of Large Firms	18	100.0	802	100.0
Grand Total	908	100.0	3,967	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 62 firms, or 80.5% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 44V: Miscellaneous Benefits for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	1,171	100.0	9,513	100.0
Medium Size Firms	84	87.5	3,121	91.9
Large Firms	20	71.4	6,062	65.7
All Size Firms	1,275	98.5	18,696	84.5
SHIFT DIFFERENTIAL				
Medium Size Firms	17	17.7	392	11.5
Large Firms	16	57.1	5,508	59.7
All Size Firms	33	2.5	5,900	26.7
LONGEVITY PAY				
Small Firms	28	2.4	221	2.3
Medium Size Firms	4	4.2	182	5.4
All Size Firms	32	2.5	403	1.8
STOCK OPTIONS				
Small Firms	11	0.9	53	0.6
Large Firms	15	53.6	7,449	80.8
All Size Firms	26	2.0	7,502	33.9
OTHER (please name)				
Small Firms	27	2.3	52	0.5
Medium Size Firms	13	13.5	140	4.1
All Size Firms	40	3.1	192	0.9
Subtotal of Small Firms	1,171	100.0	9,513	100.0
Subtotal of Medium Size Firms	96	100.0	3,395	100.0
Subtotal of Large Firms	28	100.0	9,223	100.0
Grand Total	1,295	100.0	22,131	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 75 firms, or 74.3% of the F.I.R.E. firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	850	100.0	5,074	100.0
Medium Size Firms	82	83.7	4,052	72.7
Large Firms	10	47.6	5,668	62.0
All Size Firms	942	97.2	14,794	74.8
SHIFT DIFFERENTIAL				
Medium Size Firms	17	17.3	1,168	20.9
Large Firms	16	76.2	7,763	85.0
All Size Firms	33	3.4	8,931	45.1
LONGEVITY PAY				
Small Firms	28	3.3	25	0.5
Medium Size Firms	4	4.1	136	2.4
All Size Firms	32	3.3	161	0.8
STOCK OPTIONS				
Small Firms	11	1.3	112	2.2
Large Firms	8	38.1	2,871	31.4
All Size Firms	19	2.0	2,983	15.1
OTHER (please name)				
Small Firms	27	3.2	52	1.0
Medium Size Firms	11	11.2	1,351	24.2
Large Firms	3	14.3	1,323	14.5
All Size Firms	41	4.2	2,726	13.8
Subtotal of Small Firms	850	100.0	5,074	100.0
Subtotal of Medium Size Firms	98	100.0	5,577	100.0
Subtotal of Large Firms	21	100.0	9,135	100.0
Grand Total	969	100.0	19,786	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 57 firms, or 69.5% of the F.I.R.E. firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	411	100.0	1,021	100.0
Medium Size Firms	83	100.0	968	100.0
Large Firms	4	26.7	171	22.1
All Size Firms	498	97.8	2,160	78.2
SHIFT DIFFERENTIAL				
Medium Size Firms	11	13.3	286	29.5
Large Firms	10	66.7	431	55.7
All Size Firms	21	4.1	717	26.0
LONGEVITY PAY				
Small Firms	28	6.8	25	2.4
All Size Firms	28	5.5	25	0.9
STOCK OPTIONS				
Small Firms	11	2.7	53	5.2
Large Firms	5	33.3	343	44.3
All Size Firms	16	3.1	396	14.3
OTHER (please name)				
Small Firms	13	3.2	10	1.0
All Size Firms	13	2.6	10	0.4
Subtotal of Small Firms	411	100.0	1,021	100.0
Subtotal of Medium Size Firms	83	100.0	968	100.0
Subtotal of Large Firms	15	100.0	774	100.0
Grand Total	509	100.0	2,763	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 50.6% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
All Employee Categories

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	1,148	64.6	11,319	51.8
Medium Size Firms	39	30.7	3,780	31.8
Large Firms	3	10.7	1,863	10.2
All Size Firms	1,190	61.6	16,962	32.7
16% to 20%				
Small Firms	181	10.2	2,599	11.9
Medium Size Firms	33	26.0	3,204	27.0
Large Firms	8	28.6	7,134	39.2
All Size Firms	222	11.5	12,937	24.9
21% to 25%				
Small Firms	231	13.0	3,989	18.2
Medium Size Firms	17	13.4	1,454	12.2
Large Firms	5	17.9	2,002	11.0
All Size Firms	253	13.1	7,445	14.3
26% to 30%				
Small Firms	110	6.2	2,480	11.3
Medium Size Firms	21	16.5	1,462	12.3
Large Firms	7	25.0	2,937	16.2
All Size Firms	138	7.1	6,879	13.2
MORE THAN 30%				
Small Firms	108	6.1	1,476	6.8
Medium Size Firms	17	13.4	1,979	16.7
Large Firms	5	17.9	4,245	23.3
All Size Firms	130	6.7	7,700	14.8
Subtotal of Small Firms	1,778	100.0	21,863	100.0
Subtotal of Medium Size Firms	127	100.0	11,879	100.0
Subtotal of Large Firms	28	100.0	18,181	100.0
Grand Total	1,933	100.0	51,923	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees that responded to this question. 107 firms, or 97.3% of the applicable F.I.R.E. firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

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 _____

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



OESC EMPLOYER BENEFITS SURVEY

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

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

7. What is the minimum number of paid leave time days offered to any employee in each category per year?

- a. 5 days or less
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.....

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

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

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

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

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.....

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

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

- a. 10 or less days.....
b. 11 to 20 days.....
c. 21 or more days.....
d. No maximum or limit.....

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

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

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

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



OESC EMPLOYER BENEFITS SURVEY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



OESC EMPLOYER BENEFITS SURVEY

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

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

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

SICK LEAVE

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

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

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

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

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

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

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

23. Do you offer paid bereavement leave?

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

24. Do you offer short term paid disability leave?

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

PLEASE TURN TO PAGE FIVE

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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)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

MEDICAL/HEALTH/DENTAL

26. Do you offer medical/health care plans to your employees?

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No (If no in all categories, skip to question #31)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, Employee only..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, Employee and dependents..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

27. What types of medical/health care plans do you offer?

(Check all that apply)

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Traditional fee-for-service..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Health Maintenance Organization (HMO)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Preferred Provider Organization (PPO)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

28. Can employees choose between medical/health care plans?

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

29. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?

- | | | | | |
|--------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 1% to 25%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 26% to 50%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 51% to 75%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 76% to 99%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 100%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?

- | | | | | |
|--------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 1% to 25%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 26% to 50%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 51% to 75%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 76% to 99%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 100%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

PLEASE TURN TO PAGE SIX

Page 5



OESC EMPLOYER BENEFITS SURVEY

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

31. Do you offer dental care plan(s) to your employees?

- a. No (If no in all categories, skip to question #35).....
- b. Yes, Employee only.....
- c. Yes, Employee and dependents.....

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

32. Can employees choose between dental care plans?

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

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

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

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

35. Please check **boxes** indicating any additional medical/health benefits for which your company provides cost assistance.

- a. Long term disability insurance.....
- 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)_____

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



OESC EMPLOYER BENEFITS SURVEY

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

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

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

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

RETIREMENT

37. Please check **boxes** indicating retirement benefits you offer.

- a. No retirement plan offered (If no, skip to question #39) ..
- b. Defined benefit pension plan.....
- c. Defined contribution plan [e. g., 401(k)].....
- d. Profit sharing.....
- e. Other (please name)_____

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

38. If a defined contribution plan is offered, who funds the plan?

- a. Employee only.....
- b. Employer only.....
- c. Employer and employee each contribute half.....
- d. Employer contributes larger share.....
- e. Employee contributes larger share.....

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

EDUCATIONAL BENEFITS

39. Do you provide any education or tuition assistance?
(Please check all **boxes** that apply)

- a. No assistance offered (If no, skip to question #41)
- b. Yes, based on seniority/years of service.....
- c. Yes, based on course grade.....
- d. Yes, must be job related.....
- e. Yes, as long as the institution is accredited.....
- f. Yes, depending on employee's work performance.....

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

40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?

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

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



OESC EMPLOYER BENEFITS SURVEY

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

MISCELLANEOUS BENEFITS

41. Do you offer flexible spending accounts, or a cafeteria plan, to your employees? (Please check all that apply)

- | | | | |
|---|--------------------------|--------------------------|--------------------------|
| a. No..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, for health expenses..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, for childcare expenses..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, other expenses (please name)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

42. Do you offer childcare assistance? (Please check all that apply)

- | | | | |
|--|--------------------------|--------------------------|--------------------------|
| a. No..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, on-site facility..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, vouchers or off-site subsidized..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, referral information..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

43. Do you offer flexible work arrangements? (Check all that apply)

- | | | | |
|--|--------------------------|--------------------------|--------------------------|
| a. None..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Flex-time..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Four day (ten hour/day) work weeks..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Telecommuting (work at home)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

44. Please check **boxes** indicating any additional miscellaneous benefits your company offers.

- | | | | |
|-----------------------------|--------------------------|--------------------------|--------------------------|
| a. Bonuses..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Shift differential..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Longevity pay..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Stock options..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other (please name)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

45. What percentage of your total personnel compensation cost consists of fringe benefits (excluding worker's compensation and unemployment insurance)?

All Employees

- | | |
|-----------------------|--------------------------|
| a. 15% or less..... | <input type="checkbox"/> |
| b. 16% to 20%..... | <input type="checkbox"/> |
| c. 21% to 25%..... | <input type="checkbox"/> |
| d. 26% to 30%..... | <input type="checkbox"/> |
| e. More than 30%..... | <input type="checkbox"/> |

46. On August 1, 2003, how many salary people were employed in your Oklahoma Facilities: _____

	How many employees were <u>full-time</u> hourly:	_____
(Please respond for all three categories & the Total)	How many employees were <u>Part-time</u> hourly:	_____
	What was your Oklahoma Facilities' employee Total:	_____

THANK YOU FOR YOUR COOPERATION

END OF SURVEY

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix D: Special Recognition



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SPECIAL RECOGNITION
AND
ACKNOWLEDGEMENTS

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