

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Mining**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



# **OESC 2004 Benefits Survey**

## **About this Publication:**

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

Published January 2005

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

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

Oklahoma Employment Security Commission  
Jon Brock, Executive Director

Economic Research and Analysis Division  
Auther Jordan, Director

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

# Acknowledgements

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

OESC research team would like to offer a special thanks to Jeff Willingham of the United States Bureau of Labor Statistics for a job well done in drawing the stratified random sample for this survey.

Thanks also go to the Economic and Labor Market Information Bureau of the New Hampshire Employment Security for their permission to use their Benefit Survey Questionnaire, which we modified, adapted and tested for use in Oklahoma.

Special recognition is given for the ten individuals and associated firms for their assistance in the evaluation of our modified survey questionnaire. These individuals and firms are listed in Appendix D, following this report.

# MINING

## Chapter Contents

| <b>Topic</b>                           | <b>Page</b> |
|--|-------------|
| Introduction.....                      | 1           |
| Example Table.....                     | 2           |
| Holidays.....                          | 3           |
| Personal Leave.....                    | 13          |
| Vacation.....                          | 22          |
| Sick Leave.....                        | 39          |
| Other Paid Leave.....                  | 46          |
| Medical/Health/Dental.....             | 55          |
| Retirement.....                        | 87          |
| Education Benefits.....                | 93          |
| Miscellaneous Benefits.....            | 99          |
| Benefit Cost.....                      | 111         |
| Appendix A - Survey Methodology.....   | 112         |
| Appendix B - Written Responses.....    | 120         |
| Appendix C - Survey Questionnaire..... | 128         |
| Appendix D – Special Recognition.....  | 137         |

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



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

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

## Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question  
(If any)

**ALL INDUSTRIES**  
Full-time Hourly

Employee Category

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

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

Response Categories

Example 1.  
(see below)

Example 2.  
(see below)

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

Description of Applicable Firms

Number and Percentage of Responding Firms

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

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

# MINING

## Salaried

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

| <b>Number of Holidays</b>      | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--------------------------------|------------------------------------|--|--|--|
| <b>FIVE OR LESS HOLIDAYS</b>   |                                    |  |  |  |
| Medium Size Firms              | 10                                 | 22.2                                     | 103                                    | 8.6  |
| All Size Firms                 | 10                                 | 1.8                                      | 103                                    | 1.1  |
| <b>SIX HOLIDAYS</b>            |                                    |  |  |  |
| Small Firms                    | 116                                | 23.4                                     | 470                                    | 13.3   |
| Medium Size Firms              | 11                                 | 24.4                                     | 308                                    | 25.8   |
| All Size Firms                 | 127                                | 23.0                                     | 778                                    | 8.0  |
| <b>SEVEN HOLIDAYS</b>          |                                    |  |  |  |
| Small Firms                    | 134                                | 27.0                                     | 677                                    | 19.2   |
| Medium Size Firms              | 6                                  | 13.3                                     | 76                                     | 6.4  |
| Large Firms                    | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms                 | 144                                | 26.1                                     | 1,274                                  | 13.1   |
| <b>EIGHT HOLIDAYS</b>          |                                    |  |  |  |
| Small Firms                    | 4                                  | 0.8                                      | 12                                     | 0.3  |
| Medium Size Firms              | 10                                 | 22.2                                     | 387                                    | 32.4   |
| All Size Firms                 | 14                                 | 2.5                                      | 399                                    | 4.1  |
| <b>NINE HOLIDAYS</b>           |                                    |  |  |  |
| Small Firms                    | 45                                 | 9.1                                      | 1121                                   | 31.7   |
| Medium Size Firms              | 4                                  | 8.9                                      | 259                                    | 21.7   |
| Large Firms                    | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                 | 51                                 | 9.3                                      | 1,470                                  | 15.1   |
| <b>TEN HOLIDAYS</b>            |                                    |  |  |  |
| Small Firms                    | 112                                | 22.6                                     | 969                                    | 27.4   |
| Medium Size Firms              | 4                                  | 8.9                                      | 61                                     | 5.1  |
| Large Firms                    | 4                                  | 40.0                                     | 4,374                                  | 87.7   |
| All Size Firms                 | 120                                | 21.8                                     | 5,404                                  | 55.6   |
| <b>ELEVEN HOLIDAYS</b>         |                                    |  |  |  |
| Small Firms                    | 37                                 | 7.5                                      | 213                                    | 6.0  |
| All Size Firms                 | 37                                 | 6.7                                      | 213                                    | 2.2  |
| <b>TWELVE or MORE HOLIDAYS</b> |                                    |  |  |  |
| Small Firms                    | 48                                 | 9.7                                      | 70                                     | 2.0  |
| All Size Firms                 | 48                                 | 8.7                                      | 70                                     | 0.7  |
| Subtotal of Small Firms        | 496                                | 100.0                                    | 3,532                                  | 100.0  |
| Subtotal of Medium Size Firms  | 45                                 | 100.0                                    | 1,194                                  | 100.0  |
| Subtotal of Large Firms        | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>             | <b>551</b>                         | <b>100.0</b>                             | <b>9,711</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more salaried employees and offer one or more paid holidays. 30 mining firms, or 90.9% of the mining firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

## MINING

### Full-time Hourly

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

| <b>Number of Holidays</b>      | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--------------------------------|------------------------------------|--|--|--|
| <b>FIVE OR LESS HOLIDAYS</b>   |                                    |  |  |  |
| Small Firms                    | 48                                 | 15.6                                     | 70                                     | 2.4  |
| Medium Size Firms              | 10                                 | 20.4                                     | 1,103                                  | 32.5   |
| All Size Firms                 | 58                                 | 15.8                                     | 1,173                                  | 13.4   |
| <b>SIX HOLIDAYS</b>            |                                    |  |  |  |
| Small Firms                    | 100                                | 32.6                                     | 902                                    | 31.1   |
| Medium Size Firms              | 11                                 | 22.4                                     | 409                                    | 12.1   |
| All Size Firms                 | 111                                | 30.3                                     | 1,311                                  | 15.0   |
| <b>SEVEN HOLIDAYS</b>          |                                    |  |  |  |
| Small Firms                    | 70                                 | 22.8                                     | 591                                    | 20.4   |
| Medium Size Firms              | 6                                  | 12.2                                     | 586                                    | 17.3   |
| Large Firms                    | 4                                  | 40.0                                     | 525                                    | 21.4   |
| All Size Firms                 | 80                                 | 21.9                                     | 1,702                                  | 19.4   |
| <b>EIGHT HOLIDAYS</b>          |                                    |  |  |  |
| Small Firms                    | 4                                  | 1.3                                      | 59                                     | 2.0  |
| Medium Size Firms              | 10                                 | 20.4                                     | 497                                    | 14.6   |
| All Size Firms                 | 14                                 | 3.8                                      | 556                                    | 6.4  |
| <b>NINE HOLIDAYS</b>           |                                    |  |  |  |
| Medium Size Firms              | 4                                  |  | 264                                    | 7.8  |
| All Size Firms                 | 4                                  | 1.1                                      | 264                                    | 3.0  |
| <b>TEN HOLIDAYS</b>            |                                    |  |  |  |
| Small Firms                    | 85                                 | 27.7                                     | 1,279                                  | 44.1   |
| Medium Size Firms              | 4                                  | 8.2                                      | 162                                    | 4.8  |
| Large Firms                    | 6                                  | 60.0                                     | 1,933                                  | 78.6   |
| All Size Firms                 | 95                                 | 26.0                                     | 3,374                                  | 38.6   |
| <b>TWELVE or MORE HOLIDAYS</b> |                                    |  |  |  |
| Medium Size Firms              | 4                                  | 8.2                                      | 372                                    | 11.0   |
| All Size Firms                 | 4                                  | 1.1                                      | 372                                    | 4.3  |
| Subtotal of Small Firms        | 307                                | 100.0                                    | 2,901                                  | 100.0  |
| Subtotal of Medium Size Firms  | 49                                 | 100.0                                    | 3,393                                  | 100.0  |
| Subtotal of Large Firms        | 10                                 | 100.0                                    | 2,458                                  | 100.0  |
| <b>Grand Total</b>             | <b>366</b>                         | <b>100.0</b>                             | <b>8,752</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees and offer one or more paid holidays. 25 mining firms, or 75.8% of the mining firms with full-time hourly employees indicated that they offer at least one paid holiday. Response categories and size categories with no firms are omitted from this table.



**MINING**  
Part-time Hourly

**TABLE 1G: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Mining Employees.\***

| <b>Number of Holidays</b>    | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|------------------------------|------------------------------------|--|--|--|
| <b>FIVE OR LESS HOLIDAYS</b> |                                    |  |  |  |
| All Size Firms               | 6                                  | 6.4                                      | 42                                     | 14.4   |
| <b>SIX HOLIDAYS</b>          |                                    |  |  |  |
| All Size Firms               | 6                                  | 6.4                                      | 25                                     | 8.6  |
| <b>SEVEN HOLIDAYS</b>        |                                    |  |  |  |
| All Size Firms               | 6                                  | 6.4                                      | 25                                     | 8.6  |
| <b>EIGHT HOLIDAYS</b>        |                                    |  |  |  |
| All Size Firms               | 4                                  | 4.3                                      | 5                                      | 1.7  |
| <b>NINE HOLIDAYS</b>         |                                    |  |  |  |
| All Size Firms               | 45                                 | 47.9                                     | 130                                    | 44.5   |
| <b>TEN HOLIDAYS</b>          |                                    |  |  |  |
| All Size Firms               | 23                                 | 24.5                                     | 54                                     | 18.5   |
| <b>ELEVEN HOLIDAYS</b>       |                                    |  |  |  |
| All Size Firms               | 4                                  | 4.3                                      | 11                                     | 3.8  |
| <b>Grand Total</b>           | <b>94</b>                          | 100.0                                    | <b>292</b>                             | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees and offer one or more paid holidays. 9 mining firms, or 40.9% of the mining firms with part-time employees indicated that they offer at least one paid holiday. Response categories with no firms and size categories are omitted from this table.

# MINING

## Salaried

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

| <b>Holiday Offered</b>        | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NEW YEAR'S DAY</b>         |                                    |  |  |  |
| Small Firms                   | 495                                | 99.8                                     | 3,532                                  | 100.0  |
| Medium Size Firms             | 35                                 | 77.8                                     | 1,091                                  | 91.4   |
| Large Firms                   | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                | 540                                | 98.0                                     | 9,608                                  | 98.9   |
| <b>MARTIN LUTHER KING DAY</b> |                                    |  |  |  |
| Small Firms                   | 48                                 | 9.7                                      | 70                                     | 2.0  |
| Medium Size Firms             | 6                                  | 13.3                                     | 76                                     | 6.4  |
| All Size Firms                | 54                                 | 9.8                                      | 146                                    | 1.5  |
| <b>PRESIDENT'S DAY</b>        |                                    |  |  |  |
| Small Firms                   | 85                                 | 17.1                                     | 425                                    | 12.0   |
| Medium Size Firms             | 4                                  | 8.9                                      | 259                                    | 21.7   |
| Large Firms                   | 2                                  | 20.0                                     | 218                                    | 4.4  |
| All Size Firms                | 91                                 | 16.5                                     | 902                                    | 9.3  |
| <b>GOOD FRIDAY</b>            |                                    |  |  |  |
| Small Firms                   | 261                                | 52.6                                     | 2,501                                  | 70.8   |
| Medium Size Firms             | 8                                  | 17.8                                     | 321                                    | 26.9   |
| Large Firms                   | 6                                  | 60.0                                     | 4,464                                  | 89.5   |
| All Size Firms                | 275                                | 49.9                                     | 7,286                                  | 75.0   |
| <b>MEMORIAL DAY</b>           |                                    |  |  |  |
| Small Firms                   | 447                                | 90.1                                     | 3,462                                  | 98.0   |
| Medium Size Firms             | 35                                 | 77.8                                     | 1,091                                  | 91.4   |
| Large Firms                   | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                | 492                                | 89.3                                     | 9,538                                  | 98.2   |
| <b>INDEPENDENCE DAY</b>       |                                    |  |  |  |
| Small Firms                   | 477                                | 96.2                                     | 3,447                                  | 97.6   |
| Medium Sized Firms            | 40                                 | 88.9                                     | 1,167                                  | 97.7   |
| Large Firms                   | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                | 527                                | 95.6                                     | 9,599                                  | 98.8   |
| <b>LABOR DAY</b>              |                                    |  |  |  |
| Small Firms                   | 495                                | 99.8                                     | 3,532                                  | 100.0  |
| Medium Size Firms             | 35                                 | 77.8                                     | 1,091                                  | 91.4   |
| Large Firms                   | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                | 540                                | 98.0                                     | 9,608                                  | 98.9   |
| <b>COLUMBUS DAY</b>           |                                    |  |  |  |
| Small Firms                   | 48                                 | 9.7                                      | 70                                     | 2.0  |
| All Size Firms                | 48                                 | 8.7                                      | 70                                     | 0.7  |
| <b>ELECTION DAY</b>           |                                    |  |  |  |
| Small Firms                   | 48                                 | 9.7                                      | 70                                     | 2.0  |
| All Size Firms                | 48                                 | 8.7                                      | 70                                     | 0.7  |

**TABLE 2D: Holidays, Mining Salaried (continued).**

| <b>Holiday Offered</b>                            | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>VETERAN'S DAY</b>                              |                                    |  |  |  |
| Small Firms                                       | 48                                 | 9.7                                      | 70                                     | 2.0  |
| All Size Firms                                    | 48                                 | 8.7                                      | 70                                     | 0.7  |
| <b>THANKSGIVING DAY</b>                           |                                    |  |  |  |
| Small Firms                                       | 495                                | 99.8                                     | 3,532                                  | 100.0  |
| Medium Size Firms                                 | 40                                 | 88.9                                     | 1,167                                  | 97.7   |
| Large Firms                                       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                                    | 545                                | 98.9                                     | 9,684                                  | 99.7   |
| <b>DAY AFTER THANKSGIVING</b>                     |                                    |  |  |  |
| Small Firms                                       | 328                                | 66.1                                     | 2,987                                  | 84.6   |
| Medium Size Firms                                 | 18                                 | 40.0                                     | 708                                    | 59.3   |
| Large Firms                                       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                                    | 356                                | 64.6                                     | 8,680                                  | 89.4   |
| <b>CHRISTMAS EVE DAY</b>                          |                                    |  |  |  |
| Small Firms                                       | 201                                | 40.5                                     | 1,264                                  | 35.8   |
| Medium Size Firms                                 | 14                                 | 31.1                                     | 448                                    | 37.5   |
| Large Firms                                       | 6                                  | 60.0                                     | 4,464                                  | 89.5   |
| All Size Firms                                    | 221                                | 40.1                                     | 6,176                                  | 63.6   |
| <b>CHRISTMAS DAY</b>                              |                                    |  |  |  |
| Small Firms                                       | 477                                | 96.2                                     | 3,405                                  | 96.4   |
| Medium Size Firms                                 | 44                                 | 97.8                                     | 1,194                                  | 100.0  |
| Large Firms                                       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                                    | 531                                | 96.4                                     | 9,584                                  | 98.7   |
| <b>NEW YEAR'S EVE DAY</b>                         |                                    |  |  |  |
| Small Firms                                       | 182                                | 36.7                                     | 462                                    | 13.1   |
| All Size Firms                                    | 182                                | 33.0                                     | 462                                    | 4.8  |
| <b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b> |                                    |  |  |  |
| Small Firms                                       | 112                                | 22.6                                     | 1,276                                  | 36.1   |
| Medium Size Firms                                 | 2                                  | 4.4                                      | 30                                     | 2.5  |
| All Size Firms                                    | 114                                | 20.7                                     | 1,306                                  | 13.4   |
| <b>OTHER (please name)</b>                        |                                    |  |  |  |
| Small Firms                                       | 67                                 | 13.5                                     | 723                                    | 20.5   |
| Medium Size Firms                                 | 2                                  | 4.4                                      | 32                                     | 2.7  |
| Large Firms                                       | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| All Size Firms                                    | 71                                 | 12.9                                     | 4,911                                  | 50.6   |
| <b>Offering Holiday(s) Totals</b>                 |                                    |  |  |  |
| Subtotal of Small Firms                           | 496                                | 100.0                                    | 3,532                                  | 100.0  |
| Subtotal of Medium Size Firms                     | 45                                 | 100.0                                    | 1,194                                  | 100.0  |
| Subtotal of Large Firms                           | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                                | <b>551</b>                         | <b>100.0</b>                             | <b>9,711</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 30 mining firms, or 90.9% of the mining firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and size categories with no firms are omitted from this table.

## MINING

Full-time Hourly

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

| <b>Holiday Offered</b>        | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NEW YEAR'S DAY</b>         |                                    |  |  |  |
| Small Firms                   | 307                                | 100.0                                    | 2,901                                  | 100.0  |
| Medium Size Firms             | 38                                 | 77.6                                     | 2,290                                  | 67.5   |
| Large Firms                   | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                | 355                                | 97.0                                     | 7,648                                  | 87.4   |
| <b>MARTIN LUTHER KING DAY</b> |                                    |  |  |  |
| Medium Size Firms             | 9                                  | 18.4                                     | 958                                    | 28.2   |
| All Size Firms                | 9                                  | 2.5                                      | 958                                    | 10.9   |
| <b>PRESIDENT'S DAY</b>        |                                    |  |  |  |
| Small Firms                   | 37                                 | 12.1                                     | 369                                    | 12.7   |
| Medium Size Firms             | 7                                  | 14.3                                     | 636                                    | 18.7   |
| Large Firms                   | 2                                  | 20.0                                     | 327                                    | 13.3   |
| All Size Firms                | 46                                 | 12.6                                     | 1,332                                  | 15.2   |
| <b>GOOD FRIDAY</b>            |                                    |  |  |  |
| Small Firms                   | 85                                 | 27.7                                     | 1,279                                  | 44.1   |
| Medium Size Firms             | 12                                 | 24.5                                     | 798                                    | 23.5   |
| Large Firms                   | 6                                  | 60.0                                     | 1,933                                  | 78.6   |
| All Size Firms                | 103                                | 28.1                                     | 4,010                                  | 45.8   |
| <b>MEMORIAL DAY</b>           |                                    |  |  |  |
| Small Firms                   | 211                                | 68.7                                     | 2,482                                  | 85.6   |
| Medium Size Firms             | 38                                 | 77.6                                     | 2,290                                  | 67.5   |
| Large Firms                   | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                | 259                                | 70.8                                     | 7,229                                  | 82.6   |
| <b>INDEPENDENCE DAY</b>       |                                    |  |  |  |
| Small Firms                   | 241                                | 78.5                                     | 2,760                                  | 95.1   |
| Medium Sized Firms            | 44                                 | 89.8                                     | 3,141                                  | 92.6   |
| Large Firms                   | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                | 295                                | 80.6                                     | 8,358                                  | 95.5   |
| <b>LABOR DAY</b>              |                                    |  |  |  |
| Small Firms                   | 259                                | 84.4                                     | 2,831                                  | 97.6   |
| Medium Size Firms             | 38                                 | 77.6                                     | 2,290                                  | 67.5   |
| Large Firms                   | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                | 307                                | 83.9                                     | 7,578                                  | 86.6   |

**TABLE 2E: Holidays, Mining Full-time (continued).**

| <b>Holiday Offered</b>                            | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>THANKSGIVING DAY</b>                           |                                    |  |  |  |
| Small Firms                                       | 307                                | 100.0                                    | 2,901                                  | 100.0  |
| Medium Size Firms                                 | 44                                 | 89.8                                     | 3,141                                  | 92.6   |
| Large Firms                                       | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                                    | 361                                | 98.6                                     | 8,499                                  | 97.1   |
| <b>DAY AFTER THANKSGIVING</b>                     |                                    |  |  |  |
| Small Firms                                       | 89                                 | 29.0                                     | 1,409                                  | 48.6   |
| Medium Size Firms                                 | 22                                 | 44.9                                     | 1,295                                  | 38.2   |
| Large Firms                                       | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                                    | 121                                | 33.1                                     | 5,161                                  | 59.0   |
| <b>CHRISTMAS EVE DAY</b>                          |                                    |  |  |  |
| Small Firms                                       | 137                                | 44.6                                     | 1,758                                  | 60.6   |
| Medium Size Firms                                 | 18                                 | 36.7                                     | 1,031                                  | 30.4   |
| Large Firms                                       | 6                                  | 60.0                                     | 1,933                                  | 78.6   |
| All Size Firms                                    | 161                                | 44.0                                     | 4,722                                  | 54.0   |
| <b>CHRISTMAS DAY</b>                              |                                    |  |  |  |
| Small Firms                                       | 307                                | 100.0                                    | 2,901                                  | 100.0  |
| Medium Size Firms                                 | 48                                 | 98.0                                     | 3,393                                  | 100.0  |
| Large Firms                                       | 10                                 | 100.0                                    | 2,457                                  | 100.0  |
| All Size Firms                                    | 365                                | 99.7                                     | 8,751                                  | 100.0  |
| <b>NEW YEAR'S EVE DAY</b>                         |                                    |  |  |  |
| Small Firms                                       | 70                                 | 22.8                                     | 450                                    | 15.5   |
| Medium Size Firms                                 | 4                                  | 8.2                                      | 372                                    | 11.0   |
| Large Firms                                       | 2                                  | 20.0                                     | 1,029                                  | 41.9   |
| All Size Firms                                    | 76                                 | 20.8                                     | 1,851                                  | 21.1   |
| <b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b> |                                    |  |  |  |
| Small Firms                                       | 19                                 | 6.2                                      | 71                                     | 2.4  |
| Medium Size Firms                                 | 2                                  | 4.1                                      | 73                                     | 2.2  |
| All Size Firms                                    | 21                                 | 5.7                                      | 144                                    | 1.6  |
| <b>OTHER (please name)</b>                        |                                    |  |  |  |
| Small Firms                                       | 48                                 | 15.6                                     | 910                                    | 31.4   |
| Medium Size Firms                                 | 2                                  | 4.1                                      | 89                                     | 2.6  |
| Large Firms                                       | 2                                  | 20.0                                     | 576                                    | 23.4   |
| All Size Firms                                    | 52                                 | 14.2                                     | 1,575                                  | 18.0   |
| <b>Offering Holiday(s) Totals</b>                 |                                    |  |  |  |
| Subtotal of Small Firms                           | 307                                | 100.0                                    | 2,901                                  | 100.0  |
| Subtotal of Medium Size Firms                     | 49                                 | 100.0                                    | 3,393                                  | 100.0  |
| Subtotal of Large Firms                           | 10                                 | 100.0                                    | 2,458                                  | 100.0  |
| <b>Grand Total</b>                                | <b>366</b>                         | <b>100.0</b>                             | <b>8,752</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 25 mining firms, or 75.8% of the mining firms with full-time hourly employees responded this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories with no firms are omitted from this table.

# MINING

## Part-time Hourly

**TABLE 2F: Holidays Offered for Oklahoma Part-time Hourly Mining Employees.\* Question 2: "Please check all paid holidays offered by your company."**

| <b>Holiday Offered</b>            | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-----------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY                    |                                    |  |  |  |
| All Size Firms                    | 88                                 | 93.6                                     | 246                                    | 84.2   |
| MARTIN LUTHER KING DAY            |                                    |  |  |  |
| All Size Firms                    | 9                                  | 9.6                                      | 37                                     | 12.7   |
| PRESIDENT'S DAY                   |                                    |  |  |  |
| All Size Firms                    | 23                                 | 24.5                                     | 25                                     | 8.6  |
| GOOD FRIDAY                       |                                    |  |  |  |
| All Size Firms                    | 72                                 | 76.6                                     | 191                                    | 65.4   |
| MEMORIAL DAY                      |                                    |  |  |  |
| All Size Firms                    | 86                                 | 91.5                                     | 246                                    | 84.2   |
| INDEPENDENCE DAY                  |                                    |  |  |  |
| All Size Firms                    | 46                                 | 48.9                                     | 158                                    | 54.1   |
| LABOR DAY                         |                                    |  |  |  |
| All Size Firms                    | 86                                 | 91.5                                     | 246                                    | 84.2   |
| THANKSGIVING DAY                  |                                    |  |  |  |
| All Size Firms                    | 91                                 | 96.8                                     | 288                                    | 98.6   |
| DAY AFTER THANKSGIVING            |                                    |  |  |  |
| All Size Firms                    | 75                                 | 79.8                                     | 195                                    | 66.8   |
| CHRISTMAS EVE DAY                 |                                    |  |  |  |
| All Size Firms                    | 75                                 | 79.8                                     | 195                                    | 66.8   |
| CHRISTMAS DAY                     |                                    |  |  |  |
| All Size Firms                    | 91                                 | 96.8                                     | 288                                    | 98.6   |
| NEW YEAR'S EVE DAY                |                                    |  |  |  |
| All Size Firms                    | 47                                 | 50.0                                     | 159                                    | 54.5   |
| OTHER (please name)               |                                    |  |  |  |
| All Size Firms                    | 2                                  | 2.1                                      | 6                                      | 2.1  |
| <b>Offering Holiday(s) Totals</b> |                                    |  |  |  |
| <b>Grand Total</b>                | <b>94</b>                          | <b>100.0</b>                             | <b>292</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 9 mining firms, or 40.9% of the mining firms with part-time employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories are omitted from this table.

**MINING**  
Full-time Hourly

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

| Type of Pay                    | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>STRAIGHT TIME</b>           |                             |                                   |                                 |                                       |
| Small Firms                    | 196                         | 44.3                              | 1,706                           | 40.6                                  |
| Medium Size Firms              | 27                          | 45.8                              | 1,255                           | 32.8                                  |
| All Size Firms                 | 223                         | 43.5                              | 2,961                           | 26.2                                  |
| <b>TIME AND ONE-HALF</b>       |                             |                                   |                                 |                                       |
| Small Firms                    | 134                         | 30.3                              | 1,054                           | 25.1                                  |
| Medium Size Firms              | 15                          | 25.4                              | 1,392                           | 36.4                                  |
| Large Firms                    | 10                          | 83.3                              | 2,457                           | 75.5                                  |
| All Size Firms                 | 159                         | 31.0                              | 4,903                           | 43.4                                  |
| <b>DOUBLE TIME</b>             |                             |                                   |                                 |                                       |
| Small Firms                    | 64                          | 14.5                              | 533                             | 12.7                                  |
| Medium Size Firms              | 17                          | 28.8                              | 1,180                           | 30.8                                  |
| Large Firms                    | 2                           | 16.7                              | 798                             | 24.5                                  |
| All Size Firms                 | 83                          | 16.2                              | 2,511                           | 22.3                                  |
| <b>OTHER (please describe)</b> |                             |                                   |                                 |                                       |
| Small Firms                    | 48                          | 10.9                              | 910                             | 21.7                                  |
| All Size Firms                 | 48                          | 9.4                               | 910                             | 8.1                                   |
| Subtotal of Small Firms        | 442                         | 100.0                             | 4,203                           | 100.0                                 |
| Subtotal of Medium Size Firms  | 59                          | 100.0                             | 3,827                           | 100.0                                 |
| Subtotal of Large Firms        | 12                          | 100.0                             | 3,255                           | 100.0                                 |
| <b>Grand Total</b>             | <b>513</b>                  | <b>100.0</b>                      | <b>11,285</b>                   | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 30 firms, or 90.9% of the mining firms with full-time hourly employees reported holiday pay. Sizes categories with no firms are omitted from this table.

**MINING**  
Part-time Hourly

**TABLE 3D: Holiday Pay Offered for Oklahoma Part-time Hourly Mining 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                 |                             |                                   |                                 |                                       |
| Medium Size Firms             | 13                          | 13.5                              | 65                              | 33.0                                  |
| All Size Firms                | 13                          | 11.7                              | 65                              | 21.7                                  |
| TIME AND ONE-HALF             |                             |                                   |                                 |                                       |
| Small Firms                   | 19                          | 19.8                              | 14                              | 7.1                                   |
| Medium Size Firms             | 11                          | 100.0                             | 67                              | 100.0                                 |
| Large Firms                   | 4                           | 100.0                             | 35                              | 100.0                                 |
| All Size Firms                | 34                          | 30.6                              | 116                             | 38.8                                  |
| DOUBLE TIME                   |                             |                                   |                                 |                                       |
| Small Firms                   | 45                          | 46.9                              | 104                             | 52.8                                  |
| All Size Firms                | 45                          | 40.5                              | 104                             | 34.8                                  |
| OTHER (please describe)       |                             |                                   |                                 |                                       |
| Small Firms                   | 19                          | 19.8                              | 14                              | 7.1                                   |
| All Size Firms                | 19                          | 17.1                              | 14                              | 4.7                                   |
| Subtotal of Small Firms       | 83                          | 86.5                              | 132                             | 67.0                                  |
| Subtotal of Medium Size Firms | 24                          | 218.2                             | 132                             | 197.0                                 |
| Subtotal of Large Firms       | 4                           | 100.0                             | 35                              | 100.0                                 |
| <b>Grand Total</b>            | <b>111</b>                  | <b>100.0</b>                      | <b>299</b>                      | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 10 firms, or 45.5% of the mining firms with part-time hourly employees reported holiday pay. Sizes categories with no firms are omitted from this table.



# MINING

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

| Employee Category                   | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                     | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 402                         | 74.0                              | 3,294                           | 88.0                                  |
|                                     | Salaried Medium Size Firms                     | 31                          | 55.4                              | 968                             | 74.1                                  |
|                                     | Salaried Large Firms                           | 6                           | 60.0                              | 4,464                           | 89.5                                  |
|                                     | Salaried All Size Firms                        | 439                         | 72.1                              | 8,726                           | 87.0                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 141                         | 26.0                              | 448                             | 12.0                                  |
|                                     | Salaried Medium Size Firms                     | 25                          | 44.6                              | 339                             | 25.9                                  |
|                                     | Salaried Large Firms                           | 4                           | 40.0                              | 521                             | 10.5                                  |
|                                     | Salaried All Size Firms                        | 170                         | 27.9                              | 1,308                           | 13.0                                  |
|                                     | Subtotal of Salaried Small Firms               | 543                         | 100.0                             | 3,742                           | 100.0                                 |
|                                     | Subtotal of Salaried Medium Size Firms         | 56                          | 100.0                             | 1,307                           | 100.0                                 |
|                                     | Subtotal of Salaried Large Firms               | 10                          | 100.0                             | 4,985                           | 100.0                                 |
| <b>Salaried Grand Total</b>         | <b>609</b>                                     | <b>100.0</b>                | <b>10,034</b>                     | <b>100.0</b>                    |                                       |
| <b>FULL-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 308                         | 68.6                              | 3,308                           | 78.7                                  |
|                                     | Full-time Hourly Medium Size Firms             | 34                          | 57.6                              | 2,478                           | 64.8                                  |
|                                     | Full-time Hourly Large Firms                   | 6                           | 50.0                              | 1,701                           | 52.3                                  |
|                                     | Full-time Hourly All Size Firms                | 348                         | 66.9                              | 7,487                           | 66.4                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 141                         | 31.4                              | 894                             | 21.3                                  |
|                                     | Full-time Hourly Medium Size Firms             | 25                          | 42.4                              | 1,349                           | 35.2                                  |
|                                     | Full-time Hourly Large Firms                   | 6                           | 50.0                              | 1,554                           | 47.7                                  |
|                                     | Full-time Hourly All Size Firms                | 172                         | 33.1                              | 3,797                           | 33.6                                  |
|                                     | Subtotal of Full-time Hourly Small Firms       | 449                         | 100.0                             | 4,202                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Medium Size Firms | 59                          | 100.0                             | 3,827                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Large Firms       | 12                          | 100.0                             | 3,255                           | 100.0                                 |
| <b>Full-time Hourly Grand Total</b> | <b>520</b>                                     | <b>100.0</b>                | <b>11,284</b>                     | <b>100.0</b>                    |                                       |
| <b>PART-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 175                         | 97.8                              | 1,024                           | 91.3                                  |
|                                     | Part-time Hourly Medium Size Firms             | 27                          | 61.4                              | 941                             | 75.3                                  |
|                                     | Part-time Hourly Large Firms                   | 4                           | 66.7                              | 4,246                           | 89.1                                  |
|                                     | Part-time Hourly All Size Firms                | 206                         | 90.0                              | 6,211                           | 87.0                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 4                           | 2.2                               | 98                              | 8.7                                   |
|                                     | Part-time Hourly Medium Size Firms             | 17                          | 38.6                              | 308                             | 24.7                                  |
|                                     | Part-time Hourly Large Firms                   | 2                           | 33.3                              | 521                             | 10.9                                  |
|                                     | Part-time Hourly All Size Firms                | 23                          | 10.0                              | 927                             | 13.0                                  |
|                                     | Subtotal of Part-time Hourly Small Firms       | 179                         | 100.0                             | 1,122                           | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Medium Size Firms | 44                          | 100.0                             | 1,249                           | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Large Firms       | 6                           | 100.0                             | 4,767                           | 100.0                                 |
| <b>Part-time Hourly Grand Total</b> | <b>229</b>                                     | <b>100.0</b>                | <b>7,138</b>                      | <b>100.0</b>                    |                                       |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees that responded to this question. 38 mining firms, or 100.0% of the mining firms with employees responded to this question.

## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 151                         | 88.8                              | 1,110                           | 84.8                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 19                          | 11.2                              | 199                             | 15.2                                  |
|                         | <b>Salaried Grand Total</b>         | <b>170</b>                  | <b>100.0</b>                      | <b>1,309</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 153                         | 89.0                              | 3,655                           | 96.3                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 19                          | 11.0                              | 142                             | 3.7                                   |
|                         | <b>Full-time Hourly Grand Total</b> | <b>172</b>                  | <b>100.0</b>                      | <b>3,797</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 20                          | 100.0                             | 60                              | 100.0                                 |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 0                           | 0.0                               | 0                               | 0.0                                   |
|                         | <b>Part-time Hourly Grand Total</b> | <b>20</b>                   | <b>100.0</b>                      | <b>60</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responde to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 97                          | 80.2                              | 1,002                           | 80.9                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 24                          | 19.8                              | 237                             | 19.1                                  |
|                         | <b>Salaried Grand Total</b>         | <b>121</b>                  | <b>100.0</b>                      | <b>1,239</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 153                         | 89.0                              | 3,655                           | 96.3                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 19                          | 11.0                              | 142                             | 3.7                                   |
|                         | <b>Full-time Hourly Grand Total</b> | <b>172</b>                  | <b>100.0</b>                      | <b>3,797</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 22                          | 100.0                             | 89                              | 100.0                                 |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 0                           | 0.0                               | 0                               | 0.0                                   |
|                         | <b>Part-time Hourly Grand Total</b> | <b>22</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category               | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                 | 5 DAYS or LESS                      |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 76                          | 44.7                              | 186                             | 14.2                                  |
|                                 | 6 to 10 DAYS                        |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 13                          | 7.6                               | 188                             | 14.4                                  |
|                                 | 11 to 15 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 58                          | 34.1                              | 215                             | 16.4                                  |
|                                 | 16 to 29 DAYS                       |                             |                                   |                                 |                                       |
| Salaried All Size Firms         | 23                                  | 13.5                        | 720                               | 55.0                            |                                       |
|                                 | <b>Salaried Grand Total</b>         | <b>170</b>                  | <b>100.0</b>                      | <b>1,309</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b>         | 5 DAYS or LESS                      |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 80                          | 46.5                              | 1,642                           | 43.2                                  |
|                                 | 6 to 10 DAYS                        |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 11                          | 6.4                               | 421                             | 11.1                                  |
|                                 | 11 to 15 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 58                          | 33.7                              | 1,067                           | 28.1                                  |
|                                 | 16 to 29 DAYS                       |                             |                                   |                                 |                                       |
| Full-time Hourly All Size Firms | 23                                  | 13.4                        | 667                               | 17.6                            |                                       |
|                                 | <b>Full-time Hourly Grand Total</b> | <b>172</b>                  | <b>100.0</b>                      | <b>3,797</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b>         | 5 DAYS or LESS                      |                             |                                   |                                 |                                       |
|                                 | Part-time Hourly All Size Firms     | 11                          | 47.8                              | 47                              | 52.8                                  |
|                                 | 6 to 10 DAYS                        |                             |                                   |                                 |                                       |
|                                 | Part-time Hourly All Size Firms     | 6                           | 26.1                              | 17                              | 19.1                                  |
|                                 | 11 to 15 DAYS                       |                             |                                   |                                 |                                       |
| Part-time Hourly All Size Firms | 6                                   | 26.1                        | 25                                | 28.1                            |                                       |
|                                 | <b>Part-time Hourly Grand Total</b> | <b>23</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category               | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                 | 14 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 72                          | 52.9                              | 136                             | 10.8                                  |
|                                 | 15 to 24 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 19                          | 14.0                              | 727                             | 57.9                                  |
|                                 | 25 to 34 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Salaried All Size Firms             | 26                          | 19.1                              | 193                             | 15.4                                  |
|                                 | 35 or MORE DAYS                     |                             |                                   |                                 |                                       |
| Salaried All Size Firms         | 19                                  | 14.0                        | 199                               | 15.9                            |                                       |
|                                 | <b>Salaried Grand Total</b>         | <b>136</b>                  | <b>100.0</b>                      | <b>1,255</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b>         | 14 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 74                          | 53.6                              | 1,422                           | 42.0                                  |
|                                 | 15 to 24 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 21                          | 15.2                              | 1,166                           | 34.4                                  |
|                                 | 25 to 34 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Full-time Hourly All Size Firms     | 24                          | 17.4                              | 657                             | 19.4                                  |
|                                 | 35 or MORE DAYS                     |                             |                                   |                                 |                                       |
| Full-time Hourly All Size Firms | 19                                  | 13.8                        | 142                               | 4.2                             |                                       |
|                                 | <b>Full-time Hourly Grand Total</b> | <b>138</b>                  | <b>100.0</b>                      | <b>3,387</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b>         | 14 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                                 | Part-time Hourly All Size Firms     | 8                           | 34.8                              | 46                              | 51.7                                  |
|                                 | 15 to 24 DAYS                       |                             |                                   |                                 |                                       |
|                                 | Part-time Hourly All Size Firms     | 9                           | 39.1                              | 18                              | 20.2                                  |
|                                 | 25 to 34 DAYS                       |                             |                                   |                                 |                                       |
| Part-time Hourly All Size Firms | 6                                   | 26.1                        | 25                                | 28.1                            |                                       |
|                                 | <b>Part-time Hourly Grand Total</b> | <b>23</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 12 mining firms, or 92.3% of the applicable mining firms responded to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 60                          | 35.3                              | 232                             | 17.7                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 110                         | 64.7                              | 1,077                           | 82.3                                  |
|                         | <b>Salaried Grand Total</b>         | <b>170</b>                  | <b>100.0</b>                      | <b>1,309</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 62                          | 36.0                              | 1,911                           | 50.3                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 110                         | 64.0                              | 1,886                           | 49.7                                  |
|                         | <b>Full-time Hourly Grand Total</b> | <b>172</b>                  | <b>100.0</b>                      | <b>3,797</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 2                           | 9.1                               | 29                              | 32.6                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 20                          | 90.9                              | 60                              | 67.4                                  |
|                         | <b>Part-time Hourly Grand Total</b> | <b>22</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 86                          | 50.6                              | 362                             | 27.7                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 84                          | 49.4                              | 947                             | 72.3                                  |
|                         | <b>Salaried Grand Total</b>         | <b>170</b>                  | <b>100.0</b>                      | <b>1,309</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 88                          | 51.2                              | 2,005                           | 52.8                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 84                          | 48.8                              | 1,793                           | 47.2                                  |
|                         | <b>Full-time Hourly Grand Total</b> | <b>172</b>                  | <b>100.0</b>                      | <b>3,798</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 13                          | 59.1                              | 59                              | 66.3                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 9                           | 40.9                              | 30                              | 33.7                                  |
|                         | <b>Part-time Hourly Grand Total</b> | <b>22</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 12 mining firms, or 92.3% of the applicable mining firms responded to this question. Size categories are omitted from this table.

## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | 10 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 24                          | 28.6                              | 161                             | 17.0                                  |
|                         | 21 OR MORE DAYS                     |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 4                           | 4.8                               | 521                             | 55.0                                  |
|                         | NO MAXIMUM OR LIMIT                 |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 56                          | 66.7                              | 265                             | 28.0                                  |
|                         | <b>Salaried Grand Total</b>         | <b>84</b>                   | <b>100.0</b>                      | <b>947</b>                      | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | 10 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 24                          | 48.0                              | 657                             | 47.5                                  |
|                         | 21 OR MORE DAYS                     |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 4                           | 8.0                               | 525                             | 38.0                                  |
|                         | NO MAXIMUM OR LIMIT                 |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 22                          | 44.0                              | 201                             | 14.5                                  |
|                         | <b>Full-time Hourly Grand Total</b> | <b>50</b>                   | <b>100.0</b>                      | <b>1,383</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | 10 DAYS or LESS                     |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 6                           | 60.0                              | 25                              | 83.3                                  |
|                         | NO MAXIMUM OR LIMIT                 |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 4                           | 40.0                              | 5                               | 16.7                                  |
|                         | <b>Part-time Hourly Grand Total</b> | <b>10</b>                   | <b>100.0</b>                      | <b>30</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 6 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no responses and size categories are omitted from table.



## MINING

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

| Employee Category       | Response                            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>         | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 60                          | 35.5                              | 898                             | 68.6                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Salaried All Size Firms             | 109                         | 64.5                              | 411                             | 31.4                                  |
|                         | <b>Salaried Grand Total</b>         | <b>169</b>                  | <b>100.0</b>                      | <b>1,309</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 57                          | 34.3                              | 2,290                           | 64.4                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Full-time Hourly All Size Firms     | 109                         | 65.7                              | 1,267                           | 35.6                                  |
|                         | <b>Full-time Hourly Grand Total</b> | <b>166</b>                  | <b>100.0</b>                      | <b>3,557</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b> | <b>No</b>                           |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 13                          | 59.1                              | 59                              | 66.3                                  |
|                         | <b>Yes</b>                          |                             |                                   |                                 |                                       |
|                         | Part-time Hourly All Size Firms     | 9                           | 40.9                              | 30                              | 33.7                                  |
|                         | <b>Part-time Hourly Grand Total</b> | <b>22</b>                   | <b>100.0</b>                      | <b>89</b>                       | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------|------------------------------------|--|--|--|
| <b>NO PAID VACATION OFFERED</b> |                                    |  |  |  |
| Small Firms                     | 323                                | 21.3                                     | 1,093                                  | 18.4   |
| Medium Size Firms               | 4                                  | 3.4                                      | 7                                      | 0.5  |
| All Size Firms                  | 327                                | 19.9                                     | 1,100                                  | 12.9   |
| <b>3 to 6 MONTHS</b>            |                                    |  |  |  |
| Small Firms                     | 136                                | 8.9                                      | 420                                    | 7.1  |
| Medium Size Firms               | 22                                 | 18.8                                     | 472                                    | 32.5   |
| Large Firms                     | 2                                  | 22.2                                     | 433                                    | 38.6   |
| All Size Firms                  | 160                                | 9.7                                      | 1,325                                  | 15.6   |
| <b>7 to 11 MONTHS</b>           |                                    |  |  |  |
| Small Firms                     | 81                                 | 5.3                                      | 1,095                                  | 18.4   |
| Medium Size Firms               | 9                                  | 7.7                                      | 61                                     | 4.2  |
| All Size Firms                  | 90                                 | 5.5                                      | 1,156                                  | 13.6   |
| <b>12 MONTHS or MORE</b>        |                                    |  |  |  |
| Small Firms                     | 980                                | 64.5                                     | 3,336                                  | 56.1   |
| Medium Size Firms               | 82                                 | 70.1                                     | 914                                    | 62.9   |
| Large Firms                     | 7                                  | 77.8                                     | 688                                    | 61.4   |
| All Size Firms                  | 1,069                              | 64.9                                     | 4,938                                  | 58.0   |
| Subtotal of Small Firms         | 1,520                              | 100.0                                    | 5,944                                  | 100.0  |
| Subtotal of Medium Size Firms   | 117                                | 100.0                                    | 1,454                                  | 100.0  |
| Subtotal of Large Firms         | 9                                  | 100.0                                    | 1,121                                  | 100.0  |
| <b>Grand Total</b>              | <b>1,646</b>                       | <b>100.0</b>                             | <b>8,519</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 21 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------|------------------------------------|--|--|--|
| <b>NO PAID VACATION OFFERED</b> |                                    |  |  |  |
| Small Firms                     | 575                                | 30.4                                     | 5,322                                  | 33.2   |
| Medium Size Firms               | 16                                 | 16.8                                     | 589                                    | 10.0   |
| Large Firms                     | 2                                  | 18.2                                     | 573                                    | 15.0   |
| All Size Firms                  | 593                                | 29.7                                     | 6,484                                  | 25.2   |
| <b>3 to 6 MONTHS</b>            |                                    |  |  |  |
| Small Firms                     | 27                                 | 1.4                                      | 308                                    | 1.9  |
| Medium Size Firms               | 14                                 | 14.7                                     | 740                                    | 12.6   |
| Large Firms                     | 2                                  | 18.2                                     | 320                                    | 8.4  |
| All Size Firms                  | 43                                 | 2.2                                      | 1,368                                  | 5.3  |
| <b>7 to 11 MONTHS</b>           |                                    |  |  |  |
| Small Firms                     | 151                                | 8.0                                      | 821                                    | 5.1  |
| Medium Size Firms               | 5                                  | 5.3                                      | 927                                    | 15.7   |
| All Size Firms                  | 156                                | 7.8                                      | 1,748                                  | 6.8  |
| <b>12 MONTHS or MORE</b>        |                                    |  |  |  |
| Small Firms                     | 1,137                              | 60.2                                     | 9,556                                  | 59.7   |
| Medium Size Firms               | 60                                 | 63.2                                     | 3,630                                  | 61.7   |
| Large Firms                     | 7                                  | 63.6                                     | 2,932                                  | 76.7   |
| All Size Firms                  | 1,204                              | 60.3                                     | 16,118                                 | 62.7   |
| Subtotal of Small Firms         | 1,890                              | 100.0                                    | 16,007                                 | 100.0  |
| Subtotal of Medium Size Firms   | 95                                 | 100.0                                    | 5,886                                  | 100.0  |
| Subtotal of Large Firms         | 11                                 | 100.0                                    | 3,825                                  | 100.0  |
| <b>Grand Total</b>              | <b>1,996</b>                       | <b>100.0</b>                             | <b>25,718</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees;and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------|------------------------------------|--|--|--|
| <b>NO PAID VACATION OFFERED</b> |                                    |  |  |  |
| Small Firms                     | 237                                | 57.2                                     | 386                                    | 73.8   |
| Medium Size Firms               | 4                                  | 21.1                                     | 4                                      | 8.9  |
| All Size Firms                  | 241                                | 55.7                                     | 390                                    | 68.7   |
| <b>12 MONTHS or MORE</b>        |                                    |  |  |  |
| Small Firms                     | 177                                | 42.8                                     | 137                                    | 26.2   |
| Medium Size Firms               | 15                                 | 78.9                                     | 41                                     | 91.1   |
| All Size Firms                  | 192                                | 44.3                                     | 178                                    | 31.3   |
| Subtotal of Small Firms         | 414                                | 100.0                                    | 523                                    | 100.0  |
| Subtotal of Medium Size Firms   | 19                                 | 100.0                                    | 45                                     | 100.0  |
| <b>Grand Total</b>              | <b>433</b>                         | <b>100.0</b>                             | <b>568</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

**MINING**  
**Salary**

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

| <b>Response</b>                           | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>11 MONTHS or LESS</b>                  |                                    |  |  |  |
| Small Firms                               | 64                                 | 15.9                                     | 389                                    | 11.8   |
| All Size Firms                            | 64                                 | 14.5                                     | 389                                    | 4.5  |
| <b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>   |                                    |  |  |  |
| Small Firms                               | 239                                | 59.3                                     | 2,621                                  | 79.5   |
| Medium Size Firms                         | 9                                  | 29.0                                     | 449                                    | 46.3   |
| Large Firms                               | 4                                  | 66.7                                     | 4,374                                  | 98.0   |
| All Size Firms                            | 252                                | 57.3                                     | 7,444                                  | 85.3   |
| <b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b> |                                    |  |  |  |
| Small Firms                               | 52                                 | 12.9                                     | 215                                    | 6.5  |
| Medium Size Firms                         | 12                                 | 38.7                                     | 417                                    | 43.0   |
| All Size Firms                            | 64                                 | 14.5                                     | 632                                    | 7.2  |
| <b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b> |                                    |  |  |  |
| Medium Size Firms                         | 4                                  | 12.9                                     | 27                                     | 2.8  |
| Large Firms                               | 2                                  | 33.3                                     | 90                                     | 2.0  |
| All Size Firms                            | 6                                  | 1.4                                      | 117                                    | 1.3  |
| <b>4 or MORE YEARS</b>                    |                                    |  |  |  |
| Small Firms                               | 48                                 | 11.9                                     | 70                                     | 2.1  |
| Medium Size Firms                         | 6                                  | 19.4                                     | 76                                     | 7.8  |
| All Size Firms                            | 54                                 | 12.3                                     | 146                                    | 1.7  |
| Subtotal of Small Firms                   | 403                                | 100.0                                    | 3,295                                  | 100.0  |
| Subtotal of Medium Size Firms             | 31                                 | 100.0                                    | 969                                    | 100.0  |
| Subtotal of Large Firms                   | 6                                  | 100.0                                    | 4,464                                  | 100.0  |
| <b>Grand Total</b>                        | <b>440</b>                         | <b>100.0</b>                             | <b>8,728</b>                           | <b>100.0</b>                                 |

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

**MINING**  
Full-time Hourly

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

| <b>Response</b>                                | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DO NOT OFFER TWO WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                    | 48                                 | 15.6                                     | 175                                    | 5.3  |
| Medium Size Firms                              | 6                                  | 17.1                                     | 851                                    | 34.3   |
| All Size Firms                                 | 54                                 | 15.5                                     | 1,026                                  | 13.7   |
| <b>11 MONTHS or LESS</b>                       |                                    |  |  |  |
| Small Firms                                    | 45                                 | 14.6                                     | 391                                    | 11.8   |
| All Size Firms                                 | 45                                 | 12.9                                     | 391                                    | 5.2  |
| <b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>        |                                    |  |  |  |
| Small Firms                                    | 67                                 | 21.8                                     | 1,208                                  | 36.5   |
| Medium Size Firms                              | 13                                 | 37.1                                     | 804                                    | 32.4   |
| Large Firms                                    | 4                                  | 66.7                                     | 904                                    | 53.1   |
| All Size Firms                                 | 84                                 | 24.1                                     | 2,916                                  | 38.9   |
| <b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>      |                                    |  |  |  |
| Small Firms                                    | 100                                | 32.5                                     | 1,184                                  | 35.8   |
| Medium Size Firms                              | 2                                  | 5.7                                      | 73                                     | 2.9  |
| All Size Firms                                 | 102                                | 29.2                                     | 1,257                                  | 16.8   |
| <b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>      |                                    |  |  |  |
| Medium Size Firms                              | 14                                 | 40.0                                     | 750                                    | 30.3   |
| Large Firms                                    | 2                                  | 33.3                                     | 798                                    | 46.9   |
| All Size Firms                                 | 16                                 | 4.6                                      | 1,548                                  | 20.7   |
| <b>4 or MORE YEARS</b>                         |                                    |  |  |  |
| Small Firms                                    | 48                                 | 15.6                                     | 350                                    | 10.6   |
| All Size Firms                                 | 48                                 | 13.8                                     | 350                                    | 4.7  |
| Subtotal of Small Firms                        | 308                                | 100.0                                    | 3,308                                  | 100.0  |
| Subtotal of Medium Size Firms                  | 35                                 | 100.0                                    | 2,478                                  | 100.0  |
| Subtotal of Large Firms                        | 6                                  | 100.0                                    | 1,702                                  | 100.0  |
| <b>Grand Total</b>                             | <b>349</b>                         | <b>100.0</b>                             | <b>7,488</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded this question. Size categories with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                                | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DO NOT OFFER TWO WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                    | 19                                 | 14.8                                     | 14                                     | 5.3  |
| Medium Size Firms                              | 11                                 | 73.3                                     | 67                                     | 85.9   |
| All Size Firms                                 | 30                                 | 20.4                                     | 81                                     | 22.9   |
| <b>11 MONTHS or LESS</b>                       |                                    |  |  |  |
| Small Firms                                    | 45                                 | 35.2                                     | 104                                    | 39.5   |
| All Size Firms                                 | 45                                 | 30.6                                     | 104                                    | 29.5   |
| <b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>        |                                    |  |  |  |
| Small Firms                                    | 64                                 | 50.0                                     | 145                                    | 55.1   |
| Medium Size Firms                              | 4                                  | 26.7                                     | 11                                     | 14.1   |
| Large Firms                                    | 2                                  | 50.0                                     | 6                                      | 50.0   |
| All Size Firms                                 | 70                                 | 47.6                                     | 162                                    | 45.9   |
| <b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>      |                                    |  |  |  |
| Large Firms                                    | 2                                  | 50.0                                     | 6                                      | 50.0   |
| All Size Firms                                 | 2                                  | 1.4                                      | 6                                      | 1.7  |
| Subtotal of Small Firms                        | 128                                | 100.0                                    | 263                                    | 100.0  |
| Subtotal of Medium Size Firms                  | 15                                 | 100.0                                    | 78                                     | 100.0  |
| Subtotal of Large Firms                        | 4                                  | 100.0                                    | 12                                     | 100.0  |
| <b>Grand Total</b>                             | <b>147</b>                         | <b>100.0</b>                             | <b>353</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 8 mining firms, or 88.9% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>                                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DO NOT OFFER THREE WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                      | 202                                | 50.1                                     | 963                                    | 29.2   |
| Medium Size Firms                                | 9                                  | 29.0                                     | 103                                    | 10.6   |
| All Size Firms                                   | 211                                | 48.0                                     | 1,066                                  | 12.2   |
| <b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>        |                                    |  |  |  |
| Small Firms                                      | 153                                | 38.0                                     | 2,261                                  | 68.6   |
| Medium Size Firms                                | 4                                  | 12.9                                     | 259                                    | 26.7   |
| Large Firms                                      | 4                                  | 66.7                                     | 4,374                                  | 98.0   |
| All Size Firms                                   | 161                                | 36.6                                     | 6,894                                  | 79.0   |
| <b>8 YEARS TO 11 YEARS 11 MONTHS</b>             |                                    |  |  |  |
| Medium Size Firms                                | 12                                 | 38.7                                     | 417                                    | 43.0   |
| All Size Firms                                   | 12                                 | 2.7                                      | 417                                    | 4.8  |
| <b>12 or MORE YEARS</b>                          |                                    |  |  |  |
| Small Firms                                      | 48                                 | 11.9                                     | 70                                     | 2.1  |
| Medium Size Firms                                | 6                                  | 19.4                                     | 190                                    | 19.6   |
| Large Firms                                      | 2                                  | 33.3                                     | 90                                     | 2.0  |
| All Size Firms                                   | 56                                 | 12.7                                     | 350                                    | 4.0  |
| Subtotal of Small Firms                          | 403                                | 100.0                                    | 3,294                                  | 100.0  |
| Subtotal of Medium Size Firms                    | 31                                 | 100.0                                    | 969                                    | 100.0  |
| Subtotal of Large Firms                          | 6                                  | 100.0                                    | 4,464                                  | 100.0  |
| <b>Grand Total</b>                               | 440                                | 100.0                                    | 8,727                                  | 100.0  |

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



**MINING**  
Full-time Hourly

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

| <b>Response</b>                                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DO NOT OFFER THREE WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                      | 141                                | 54.4                                     | 916                                    | 36.6   |
| Medium Size Firms                                | 9                                  | 26.5                                     | 1,104                                  | 44.5   |
| All Size Firms                                   | 150                                | 50.2                                     | 2,020                                  | 30.2   |
| <b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>        |                                    |  |  |  |
| Small Firms                                      | 70                                 | 27.0                                     | 1,237                                  | 49.4   |
| Medium Size Firms                                | 7                                  | 20.6                                     | 636                                    | 25.7   |
| Large Firms                                      | 4                                  | 66.7                                     | 904                                    | 53.1   |
| All Size Firms                                   | 81                                 | 27.1                                     | 2,777                                  | 41.5   |
| <b>8 YEARS TO 11 YEARS 11 MONTHS</b>             |                                    |  |  |  |
| Medium Size Firms                                | 12                                 | 35.3                                     | 570                                    | 23.0   |
| All Size Firms                                   | 12                                 | 4.0                                      | 570                                    | 8.5  |
| <b>12 or MORE YEARS</b>                          |                                    |  |  |  |
| Small Firms                                      | 48                                 | 18.5                                     | 350                                    | 14.0   |
| Medium Size Firms                                | 6                                  | 17.6                                     | 169                                    | 6.8  |
| Large Firms                                      | 2                                  | 33.3                                     | 798                                    | 46.9   |
| All Size Firms                                   | 56                                 | 18.7                                     | 1,317                                  | 19.7   |
| Subtotal of Small Firms                          | 259                                | 100.0                                    | 2,503                                  | 100.0  |
| Subtotal of Medium Size Firms                    | 34                                 | 100.0                                    | 2,479                                  | 100.0  |
| Subtotal of Large Firms                          | 6                                  | 100.0                                    | 1,702                                  | 100.0  |
| <b>Grand Total</b>                               | 299                                | 100.0                                    | 6,684                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 17 mining firms, or 94.4% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DO NOT OFFER THREE WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                      | 157                                | 89.2                                     | 284                                    | 95.3   |
| Medium Size Firms                                | 11                                 | 44.0                                     | 67                                     | 55.8   |
| All Size Firms                                   | 168                                | 82.0                                     | 351                                    | 81.6   |
| <b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>        |                                    |  |  |  |
| Small Firms                                      | 19                                 | 10.8                                     | 14                                     | 4.7  |
| Medium Size Firms                                | 14                                 | 56.0                                     | 53                                     | 44.2   |
| Large Firms                                      | 2                                  | 50.0                                     | 6                                      | 50.0   |
| All Size Firms                                   | 35                                 | 17.1                                     | 73                                     | 17.0   |
| <b>12 or MORE YEARS</b>                          |                                    |  |  |  |
| Large Firms                                      | 2                                  | 50.0                                     | 6                                      | 50.0   |
| All Size Firms                                   | 2                                  | 1.0                                      | 6                                      | 1.4  |
| Subtotal of Small Firms                          | 176                                | 100.0                                    | 298                                    | 100.0  |
| Subtotal of Medium Size Firms                    | 25                                 | 100.0                                    | 120                                    | 100.0  |
| Subtotal of Large Firms                          | 4                                  | 100.0                                    | 12                                     | 100.0  |
| <b>Grand Total</b>                               | 205                                | 100.0                                    | 430                                    | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 9 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>                                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                     | 220                                | 54.7                                     | 1,106                                  | 33.6   |
| Medium Size Firms                               | 15                                 | 48.4                                     | 293                                    | 30.2   |
| Large Firms                                     | 2                                  | 33.3                                     | 90                                     | 2.0  |
| All Size Firms                                  | 237                                | 54.0                                     | 1,489                                  | 17.1   |
| <b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>     |                                    |  |  |  |
| Small Firms                                     | 115                                | 28.6                                     | 1,991                                  | 60.4   |
| Medium Size Firms                               | 4                                  | 12.9                                     | 259                                    | 26.7   |
| Large Firms                                     | 4                                  | 66.7                                     | 4,374                                  | 98.0   |
| All Size Firms                                  | 123                                | 28.0                                     | 6,624                                  | 75.9   |
| <b>16 or MORE YEARS</b>                         |                                    |  |  |  |
| Small Firms                                     | 67                                 | 16.7                                     | 198                                    | 6.0  |
| Medium Size Firms                               | 12                                 | 38.7                                     | 417                                    | 43.0   |
| All Size Firms                                  | 79                                 | 18.0                                     | 615                                    | 7.0  |
| Subtotal of Small Firms                         | 402                                | 100.0                                    | 3,295                                  | 100.0  |
| Subtotal of Medium Size Firms                   | 31                                 | 100.0                                    | 969                                    | 100.0  |
| Subtotal of Large Firms                         | 6                                  | 100.0                                    | 4,464                                  | 100.0  |
| <b>Grand Total</b>                              | <b>439</b>                         | <b>100.0</b>                             | <b>8,728</b>                           | <b>100.0</b>                                 |

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

**MINING**  
Full-time Hourly

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

| <b>Response</b>                                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b> |                                    |  |  |  |
| Small Firms                                     | 189                                | 61.6                                     | 1,720                                  | 52.0   |
| Medium Size Firms                               | 19                                 | 54.3                                     | 1,644                                  | 66.3   |
| Large Firms                                     | 2                                  | 33.3                                     | 798                                    | 46.9   |
| All Size Firms                                  | 210                                | 60.3                                     | 4,162                                  | 55.6   |
| <b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>     |                                    |  |  |  |
| Small Firms                                     | 70                                 | 22.8                                     | 1,237                                  | 37.4   |
| Medium Size Firms                               | 4                                  | 11.4                                     | 264                                    | 10.7   |
| Large Firms                                     | 4                                  | 66.7                                     | 904                                    | 53.1   |
| All Size Firms                                  | 78                                 | 22.4                                     | 2,405                                  | 32.1   |
| <b>16 or MORE YEARS</b>                         |                                    |  |  |  |
| Small Firms                                     | 48                                 | 15.6                                     | 350                                    | 10.6   |
| Medium Size Firms                               | 12                                 | 34.3                                     | 570                                    | 23.0   |
| All Size Firms                                  | 60                                 | 17.2                                     | 920                                    | 12.3   |
| Subtotal of Small Firms                         | 307                                | 100.0                                    | 3,307                                  | 100.0  |
| Subtotal of Medium Size Firms                   | 35                                 | 100.0                                    | 2,478                                  | 100.0  |
| Subtotal of Large Firms                         | 6                                  | 100.0                                    | 1,702                                  | 100.0  |
| <b>Grand Total</b>                              | <b>348</b>                         | <b>100.0</b>                             | <b>7,487</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

**MINING**  
Part-time Hourly

**TABLE 16F: Qualifying for Four Week's Vacation for Oklahoma Mining 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<br>of PAID VACATION |                             |                                   |                                 |                                       |
| Small Firms                                 | 157                         | 89.2                              | 284                             | 95.3                                  |
| Medium Size Firms                           | 15                          | 55.6                              | 79                              | 62.7                                  |
| Large Firms                                 | 2                           | 100.0                             | 6                               | 100.0                                 |
| All Size Firms                              | 174                         | 84.9                              | 369                             | 85.8                                  |
| 10 YEARS TO 15 YEARS & 11 MONTHS            |                             |                                   |                                 |                                       |
| Small Firms                                 | 19                          | 10.8                              | 14                              | 4.7                                   |
| Medium Size Firms                           | 2                           | 7.4                               | 6                               | 4.8                                   |
| All Size Firms                              | 21                          | 10.2                              | 20                              | 4.7                                   |
| 16 or MORE YEARS                            |                             |                                   |                                 |                                       |
| Medium Size Firms                           | 10                          | 37.0                              | 41                              | 32.5                                  |
| All Size Firms                              | 10                          | 4.9                               | 41                              | 9.5                                   |
| Subtotal of Small Firms                     | 176                         | 100.0                             | 298                             | 100.0                                 |
| Subtotal of Medium Size Firms               | 27                          | 100.0                             | 126                             | 100.0                                 |
| Subtotal of Large Firms                     | 2                           | 100.0                             | 6                               | 100.0                                 |
| <b>Grand Total</b>                          | <b>205</b>                  | <b>100.0</b>                      | <b>430</b>                      | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 9 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

## MINING

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

| Employee Category                              | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                                | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Salaried Small Firms                           | 258                         | 64.0                              | 2,749                           | 83.5                                  |
|  | Salaried Medium Size Firms                     | 19                          | 63.3                              | 836                             | 86.3                                  |
|  | Salaried Large Firms                           | 6                           | 100.0                             | 4,464                           | 100.0                                 |
|  | <b>Salaried All Size Firms</b>                 | <b>283</b>                  | <b>64.5</b>                       | <b>8,049</b>                    | <b>92.2</b>                           |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Salaried Small Firms                           | 145                         | 36.0                              | 545                             | 16.5                                  |
|  | Salaried Medium Size Firms                     | 11                          | 36.7                              | 133                             | 13.7                                  |
|  | <b>Salaried All Size Firms</b>                 | <b>156</b>                  | <b>35.5</b>                       | <b>678</b>                      | <b>7.8</b>                            |
|  | Subtotal of Salaried Small Firms               | 403                         | 100.0                             | 3,294                           | 100.0                                 |
|  | Subtotal of Salaried Medium Size Firms         | 30                          | 100.0                             | 969                             | 100.0                                 |
| Subtotal of Salaried Large Firms               | 6  | 100.0                       | 4,464                             | 100.0                           |                                       |
| <b>Salaried Grand Total</b>                    | <b>439</b>                                     | <b>100.0</b>                | <b>8,727</b>                      | <b>100.0</b>                    |                                       |
| <b>FULL-TIME HOURLY</b>                        | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Full-time Hourly Small Firms                   | 115                         | 37.3                              | 2,013                           | 60.9                                  |
|  | Full-time Hourly Medium Size Firms             | 23                          | 67.6                              | 1,302                           | 52.5                                  |
|  | Full-time Hourly Large Firms                   | 4                           | 66.7                              | 904                             | 53.1                                  |
|  | <b>Full-time Hourly All Size Firms</b>         | <b>142</b>                  | <b>40.8</b>                       | <b>4,219</b>                    | <b>56.3</b>                           |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Full-time Hourly Small Firms                   | 193                         | 62.7                              | 1,295                           | 39.1                                  |
|  | Full-time Hourly Medium Size Firms             | 11                          | 32.4                              | 1,176                           | 47.5                                  |
|  | Full-time Hourly Large Firms                   | 2                           | 33.3                              | 798                             | 46.9                                  |
|  | <b>Full-time Hourly All Size Firms</b>         | <b>206</b>                  | <b>59.2</b>                       | <b>3,269</b>                    | <b>43.7</b>                           |
|  | Subtotal of Full-time Hourly Small Firms       | 308                         | 100.0                             | 3,308                           | 100.0                                 |
| Subtotal of Full-time Hourly Medium Size Firms | 34   | 100.0                       | 2,478                             | 100.0                           |                                       |
| Subtotal of Full-time Hourly Large Firms       | 6  | 100.0                       | 1,702                             | 100.0                           |                                       |
| <b>Full-time Hourly Grand Total</b>            | <b>348</b>                                     | <b>100.0</b>                | <b>7,488</b>                      | <b>100.0</b>                    |                                       |
| <b>PART-TIME HOURLY</b>                        | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Part-time Hourly Small Firms                   | 82                          | 64.6                              | 159                             | 60.5                                  |
|  | Part-time Hourly Medium Size Firms             | 19                          | 76.0                              | 78                              | 65.0                                  |
|  | Part-time Hourly Large Firms                   | 2                           | 100.0                             | 6                               | 100.0                                 |
|  | <b>Part-time Hourly All Size Firms</b>         | <b>103</b>                  | <b>66.9</b>                       | <b>243</b>                      | <b>62.5</b>                           |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Part-time Hourly Small Firms                   | 45                          | 35.4                              | 104                             | 39.5                                  |
|  | Part-time Hourly Medium Size Firms             | 6                           | 24.0                              | 42                              | 35.0                                  |
|  | <b>Part-time Hourly All Size Firms</b>         | <b>51</b>                   | <b>33.1</b>                       | <b>146</b>                      | <b>37.5</b>                           |
|  | Subtotal of Part-time Hourly Small Firms       | 127                         | 100.0                             | 263                             | 100.0                                 |
|  | Subtotal of Part-time Hourly Medium Size Firms | 25                          | 100.0                             | 120                             | 100.0                                 |
| Subtotal of Part-time Hourly Large Firms       | 2  | 100.0                       | 6                                 | 100.0                           |                                       |
| <b>Part-time Hourly Grand Total</b>            | <b>154</b>                                     | <b>100.0</b>                | <b>389</b>                        | <b>100.0</b>                    |                                       |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 25 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

## MINING

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

| Employee Category                   | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                     | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 197                         | 55.6                              | 1,490                           | 46.2                                  |
|                                     | Salaried Medium Size Firms                     | 17                          | 81.0                              | 322                             | 55.4                                  |
|                                     | Salaried Large Firms                           | 2                           | 33.3                              | 90                              | 2.0                                   |
|                                     | <b>Salaried All Size Firms</b>                 | <b>216</b>                  | <b>56.7</b>                       | <b>1,902</b>                    | <b>23.0</b>                           |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 157                         | 44.4                              | 1,734                           | 53.8                                  |
|                                     | Salaried Medium Size Firms                     | 4                           | 19.0                              | 259                             | 44.6                                  |
|                                     | Salaried Large Firms                           | 4                           | 66.7                              | 4,374                           | 98.0                                  |
|                                     | <b>Salaried All Size Firms</b>                 | <b>165</b>                  | <b>43.3</b>                       | <b>6,367</b>                    | <b>77.0</b>                           |
|                                     | Subtotal of Salaried Small Firms               | 354                         | 100.0                             | 3,224                           | 100.0                                 |
|                                     | Subtotal of Salaried Medium Size Firms         | 21                          | 100.0                             | 581                             | 100.0                                 |
|                                     | Subtotal of Salaried Large Firms               | 6                           | 100.0                             | 4,464                           | 100.0                                 |
| <b>Salaried Grand Total</b>         | <b>381</b>                                     | <b>100.0</b>                | <b>8,269</b>                      | <b>100.0</b>                    |                                       |
| <b>FULL-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 163                         | 62.9                              | 2,433                           | 82.3                                  |
|                                     | Full-time Hourly Medium Size Firms             | 21                          | 84.0                              | 1,717                           | 86.7                                  |
|                                     | Full-time Hourly Large Firms                   | 2                           | 33.3                              | 798                             | 46.9                                  |
|                                     | <b>Full-time Hourly All Size Firms</b>         | <b>186</b>                  | <b>64.1</b>                       | <b>4,948</b>                    | <b>74.5</b>                           |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 96                          | 37.1                              | 525                             | 17.7                                  |
|                                     | Full-time Hourly Medium Size Firms             | 4                           | 16.0                              | 264                             | 13.3                                  |
|                                     | Full-time Hourly Large Firms                   | 4                           | 66.7                              | 904                             | 53.1                                  |
|                                     | <b>Full-time Hourly All Size Firms</b>         | <b>104</b>                  | <b>35.9</b>                       | <b>1,693</b>                    | <b>25.5</b>                           |
|                                     | Subtotal of Full-time Hourly Small Firms       | 259                         | 100.0                             | 2,958                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Medium Size Firms | 25                          | 100.0                             | 1,981                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Large Firms       | 6                           | 100.0                             | 1,702                           | 100.0                                 |
| <b>Full-time Hourly Grand Total</b> | <b>290</b>                                     | <b>100.0</b>                | <b>6,641</b>                      | <b>100.0</b>                    |                                       |
| <b>PART-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 127                         | 100.0                             | 263                             | 100.0                                 |
|                                     | Part-time Hourly Medium Size Firms             | 15                          | 100.0                             | 79                              | 100.0                                 |
|                                     | Part-time Hourly Large Firms                   | 2                           | 50.0                              | 6                               | 50.0                                  |
|                                     | <b>Part-time Hourly All Size Firms</b>         | <b>144</b>                  | <b>98.6</b>                       | <b>348</b>                      | <b>98.3</b>                           |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Large Firms                   | 2                           | 50.0                              | 6                               | 50.0                                  |
|                                     | <b>Part-time Hourly All Size Firms</b>         | <b>2</b>                    | <b>1.4</b>                        | <b>6</b>                        | <b>1.7</b>                            |
|                                     | Subtotal of Part-time Hourly Small Firms       | 127                         | 100.0                             | 263                             | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Medium Size Firms | 15                          | 100.0                             | 79                              | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Large Firms       | 4                           | 100.0                             | 12                              | 100.0                                 |
|                                     | <b>Part-time Hourly Grand Total</b>            | <b>146</b>                  | <b>100.0</b>                      | <b>354</b>                      | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 23 mining firms, or 92.0% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

**MINING**  
**Salary**

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

| <b>Response</b>    | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS    |                                    |  |  |  |
| All Size Firms     | 68                                 | 41.2                                     | 4,776                                  | 75.0   |
| 11 TO 30 DAYS      |                                    |  |  |  |
| All Size Firms     | 93                                 | 56.4                                     | 1,331                                  | 20.9   |
| 31 DAYS OR OVER    |                                    |  |  |  |
| All Size Firms     | 4                                  | 2.4                                      | 259                                    | 4.1  |
| <b>Grand Total</b> | <b>165</b>                         | <b>100.0</b>                             | <b>6,366</b>                           | <b>100.0</b>                                 |

**Note:** Mining 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. 7 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes are omitted from this table.



**MINING**  
Full-time Hourly

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

| Response            | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 10 DAYS OR LESS     |                             |                                   |                                 |                                       |
| All Size Firms      | 4                           | 3.8                               | 904                             | 53.4                                  |
| 11 TO 30 DAYS       |                             |                                   |                                 |                                       |
| All Size Firms      | 48                          | 46.2                              | 350                             | 20.7                                  |
| 31 DAYS OR OVER     |                             |                                   |                                 |                                       |
| All Size Firms      | 4                           | 3.8                               | 264                             | 15.6                                  |
| NO MAXIMUM or LIMIT |                             |                                   |                                 |                                       |
| All Size Firms      | 48                          | 46.2                              | 175                             | 10.3                                  |
| <b>Grand Total</b>  | <b>104</b>                  | <b>100.0</b>                      | <b>1,693</b>                    | <b>100.0</b>                          |

Note: Mining 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. 5 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS<br>All Size Firms     |                                    |  |  |  |
| 11 TO 30 DAYS<br>All Size Firms       |                                    |  |  |  |
| 31 DAYS OR OVER<br>All Size Firms     |                                    |  |  |  |
| NO MAXIMUM or LIMIT<br>All Size Firms |                                    |  |  |  |
| <b>Grand Total</b>                    |                                    |  |  |  |

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 141                                | 35.0                                     | 541                                    | 16.4   |
| Medium Size Firms             | 14                                 | 48.3                                     | 414                                    | 44.1   |
| Large Firms                   | 2                                  | 33.3                                     | 4,156                                  | 93.1   |
| All Size Firms                | 157                                | 35.8                                     | 5,111                                  | 58.8   |
| 5 DAYS or LESS                |                                    |  |  |  |
| Small Firms                   | 22                                 | 5.5                                      | 133                                    | 4.0  |
| Medium Size Firms             | 15                                 | 51.7                                     | 525                                    | 55.9   |
| All Size Firms                | 37                                 | 8.4                                      | 658                                    | 7.6  |
| 6 to 9 DAYS                   |                                    |  |  |  |
| Small Firms                   | 64                                 | 15.9                                     | 1,263                                  | 38.3   |
| Large Firms                   | 2                                  | 33.3                                     | 90                                     | 2.0  |
| All Size Firms                | 66                                 | 15.1                                     | 1,353                                  | 15.6   |
| 10 to 14 DAYS                 |                                    |  |  |  |
| Small Firms                   | 64                                 | 15.9                                     | 389                                    | 11.8   |
| All Size Firms                | 64                                 | 14.6                                     | 389                                    | 4.5  |
| 15 or MORE DAYS               |                                    |  |  |  |
| Small Firms                   | 112                                | 27.8                                     | 969                                    | 29.4   |
| Large Firms                   | 2                                  | 33.3                                     | 218                                    | 4.9  |
| All Size Firms                | 114                                | 26.0                                     | 1,187                                  | 13.6   |
| Subtotal of Small Firms       | 403                                | 100.0                                    | 3,295                                  | 100.0  |
| Subtotal of Medium Size Firms | 29                                 | 100.0                                    | 939                                    | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 4,464                                  | 100.0  |
| <b>Grand Total</b>            | 438                                | 100.0                                    | 8,698                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NONE</b>                   |                                    |  |  |  |
| Small Firms                   | 189                                | 62.2                                     | 1,895                                  | 57.8   |
| Medium Size Firms             | 16                                 | 45.7                                     | 823                                    | 33.2   |
| Large Firms                   | 4                                  | 66.7                                     | 1,374                                  | 80.8   |
| All Size Firms                | 209                                | 60.6                                     | 4,092                                  | 54.9   |
| <b>5 DAYS or LESS</b>         |                                    |  |  |  |
| Medium Size Firms             | 15                                 | 42.9                                     | 1,284                                  | 51.8   |
| All Size Firms                | 15                                 | 4.3                                      | 1,284                                  | 17.2   |
| <b>6 to 9 DAYS</b>            |                                    |  |  |  |
| Small Firms                   | 48                                 | 15.8                                     | 175                                    | 5.3  |
| Medium Size Firms             | 4                                  | 11.4                                     | 372                                    | 15.0   |
| All Size Firms                | 52                                 | 15.1                                     | 547                                    | 7.3  |
| <b>15 or MORE DAYS</b>        |                                    |  |  |  |
| Small Firms                   | 67                                 | 22.0                                     | 1,208                                  | 36.9   |
| Large Firms                   | 2                                  | 33.3                                     | 327                                    | 19.2   |
| All Size Firms                | 69                                 | 20.0                                     | 1,535                                  | 20.6   |
| Subtotal of Small Firms       | 304                                | 100.0                                    | 3,278                                  | 100.0  |
| Subtotal of Medium Size Firms | 35                                 | 100.0                                    | 2,479                                  | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 1,701                                  | 100.0  |
| <b>Grand Total</b>            | 345                                | 100.0                                    | 7,458                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 17 mining firms, or 94.4% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 130                                | 74.3                                     | 168                                    | 56.4   |
| Medium Size Firms             | 16                                 | 61.5                                     | 67                                     | 55.8   |
| Large Firms                   | 4                                  | 100.0                                    | 12                                     | 100.0  |
| All Size Firms                | 150                                | 73.2                                     | 247                                    | 57.4   |
| 5 DAYS or LESS                |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 23.1                                     | 42                                     | 35.0   |
| All Size Firms                | 6                                  | 2.9                                      | 42                                     | 9.8  |
| 6 to 9 DAYS                   |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 15.4                                     | 11                                     | 9.2  |
| All Size Firms                | 4                                  | 2.0                                      | 11                                     | 2.6  |
| 15 or MORE DAYS               |                                    |  |  |  |
| Small Firms                   | 45                                 | 25.7                                     | 130                                    | 43.6   |
| All Size Firms                | 45                                 | 22.0                                     | 130                                    | 30.2   |
| Subtotal of Small Firms       | 175                                | 100.0                                    | 298                                    | 100.0  |
| Subtotal of Medium Size Firms | 26                                 | 100.0                                    | 120                                    | 100.0  |
| Subtotal of Large Firms       | 4                                  | 100.0                                    | 12                                     | 100.0  |
| <b>Grand Total</b>            | <b>205</b>                         | <b>100.0</b>                             | <b>430</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

# MINING

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

| Employee Category                   | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                     | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 216                         | 70.6                              | 1,632                           | 54.1                                  |
|                                     | Salaried Medium Size Firms                     | 6                           | 40.0                              | 76                              | 14.5                                  |
|                                     | Salaried Large Firms                           | 4                           | 100.0                             | 308                             | 100.0                                 |
|                                     | <b>Salaried All Size Firms</b>                 | <b>226</b>                  | <b>69.5</b>                       | <b>2,016</b>                    | <b>52.4</b>                           |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 90                          | 29.4                              | 1,382                           | 45.9                                  |
|                                     | Salaried Medium Size Firms                     | 9                           | 60.0                              | 449                             | 85.5                                  |
|                                     | <b>Salaried All Size Firms</b>                 | <b>99</b>                   | <b>30.5</b>                       | <b>1,831</b>                    | <b>47.6</b>                           |
|                                     | Subtotal of Salaried Small Firms               | 306                         | 100.0                             | 3,014                           | 100.0                                 |
|                                     | Subtotal of Salaried Medium Size Firms         | 15                          | 100.0                             | 525                             | 100.0                                 |
|                                     | Subtotal of Salaried Large Firms               | 4                           | 100.0                             | 308                             | 100.0                                 |
|                                     | <b>Salaried Grand Total</b>                    | <b>325</b>                  | <b>100.0</b>                      | <b>3,847</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 115                         | 70.6                              | 1,628                           | 90.3                                  |
|                                     | Full-time Hourly Medium Size Firms             | 11                          | 55.0                              | 1,296                           | 75.0                                  |
|                                     | Full-time Hourly Large Firms                   | 2                           | 100.0                             | 327                             | 100.0                                 |
|                                     | <b>Full-time Hourly All Size Firms</b>         | <b>128</b>                  | <b>69.2</b>                       | <b>3,251</b>                    | <b>84.3</b>                           |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 48                          | 29.4                              | 175                             | 9.7                                   |
|                                     | Full-time Hourly Medium Size Firms             | 9                           | 45.0                              | 432                             | 25.0                                  |
|                                     | <b>Full-time Hourly All Size Firms</b>         | <b>57</b>                   | <b>30.8</b>                       | <b>607</b>                      | <b>15.7</b>                           |
|                                     | Subtotal of Full-time Hourly Small Firms       | 163                         | 100.0                             | 1,803                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Medium Size Firms | 20                          | 100.0                             | 1,728                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Large Firms       | 2                           | 100.0                             | 327                             | 100.0                                 |
|                                     | <b>Full-time Hourly Grand Total</b>            | <b>185</b>                  | <b>100.0</b>                      | <b>3,858</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 127                         | 100.0                             | 263                             | 100.0                                 |
|                                     | Part-time Hourly Medium Size Firms             | 15                          | 100.0                             | 79                              | 100.0                                 |
|                                     | <b>Part-time Hourly All Size Firms</b>         | <b>142</b>                  | <b>100.0</b>                      | <b>342</b>                      | <b>100.0</b>                          |
|                                     | Subtotal of Part-time Hourly Small Firms       | 127                         | 100.0                             | 263                             | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Medium Size Firms | 15                          | 100.0                             | 79                              | 100.0                                 |
| <b>Part-time Hourly Grand Total</b> | <b>142</b>                                     | <b>100.0</b>                | <b>342</b>                        | <b>100.0</b>                    |                                       |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 16 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS      |                                    |  |  |  |
| All Size Firms      | 45                                 | 45.0                                     | 261                                    | 14.3   |
| 30 or MORE DAYS     |                                    |  |  |  |
| All Size Firms      | 49                                 | 49.0                                     | 1,380                                  | 75.4   |
| NO MAXIMUM or LIMIT |                                    |  |  |  |
| All Size Firms      | 6                                  | 6.0                                      | 190                                    | 10.4   |
| <b>Grand Total</b>  | <b>100</b>                         | <b>100.0</b>                             | <b>1,831</b>                           | <b>100.0</b>                                 |

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

**MINING**  
Full-time Hourly

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

| <b>Response</b>     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------|------------------------------------|--|--|--|
| 30 or MORE DAYS     |                                    |  |  |  |
| All Size Firms      | 4                                  | 6.9                                      | 264                                    | 43.5   |
| NO MAXIMUM or LIMIT |                                    |  |  |  |
| All Size Firms      | 54                                 | 93.1                                     | 343                                    | 56.5   |
| <b>Grand Total</b>  | <b>58</b>                          | <b>100.0</b>                             | <b>607</b>                             | <b>100.0</b>                                 |

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



**MINING**  
Part-time Hourly

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS<br>All Size Firms      |                                    |  |  |  |
| 6 to 14 DAYS<br>All Size Firms        |                                    |  |  |  |
| 15 to 29 DAYS<br>All Size Firms       |                                    |  |  |  |
| 30 or MORE DAYS<br>All Size Firms     |                                    |  |  |  |
| NO MAXIMUM or LIMIT<br>All Size Firms |                                    |  |  |  |
| <b>Grand Total</b>                    |                                    |  |  |  |

**MINING**  
**Salary**

**TABLE 23D: Bereavement Leave for Oklahoma Mining Salary Employees by Firm size**  
**Question 23: "Do you offer paid bereavement leave?"**

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                     |                                    |  |  |  |
| Small Firms                   | 178                                | 62.2                                     | 403                                    | 29.1   |
| Medium Size Firms             | 21                                 | 41.2                                     | 297                                    | 23.4   |
| All Size Firms                | 199                                | 57.3                                     | 700                                    | 9.1  |
| <b>YES, 1 to 3 DAYS</b>       |                                    |  |  |  |
| Small Firms                   | 108                                | 37.8                                     | 983                                    | 70.9   |
| Medium Size Firms             | 24                                 | 47.1                                     | 897                                    | 70.6   |
| Large Firms                   | 8                                  | 80.0                                     | 829                                    | 16.5   |
| All Size Firms                | 140                                | 40.3                                     | 2,709                                  | 35.3   |
| <b>YES, 4 to 7 DAYS</b>       |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 11.8                                     | 76                                     | 6.0  |
| Large Firms                   | 2                                  | 20.0                                     | 4,156                                  | 82.9   |
| All Size Firms                | 8                                  | 2.3                                      | 4,232                                  | 55.2   |
| Subtotal of Small Firms       | 286                                | 100.0                                    | 1,386                                  | 100.0  |
| Subtotal of Medium Size Firms | 51                                 | 100.0                                    | 1,270                                  | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 5,012                                  | 100.0  |
| <b>Grand Total</b>            | <b>347</b>                         | <b>100.0</b>                             | <b>7,668</b>                           | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 28 mining firms, or 93.3% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                     |                                    |  |  |  |
| Small Firms                   | 226                                | 59.2                                     | 1,985                                  | 55.0   |
| Medium Size Firms             | 21                                 | 38.9                                     | 1,597                                  | 43.8   |
| All Size Firms                | 247                                | 55.1                                     | 3,582                                  | 34.0   |
| <b>YES, 1 to 3 DAYS</b>       |                                    |  |  |  |
| Small Firms                   | 156                                | 40.8                                     | 1,626                                  | 45.0   |
| Medium Size Firms             | 27                                 | 50.0                                     | 1,464                                  | 40.1   |
| Large Firms                   | 10                                 | 83.3                                     | 2,679                                  | 81.6   |
| All Size Firms                | 193                                | 43.1                                     | 5,769                                  | 54.7   |
| <b>YES, 4 to 7 DAYS</b>       |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 11.1                                     | 586                                    | 16.1   |
| Large Firms                   | 2                                  | 16.7                                     | 576                                    | 17.6   |
| All Size Firms                | 8                                  | 1.8                                      | 1,162                                  | 11.0   |
| Subtotal of Small Firms       | 382                                | 100.0                                    | 3,611                                  | 100.0  |
| Subtotal of Medium Size Firms | 54                                 | 100.0                                    | 3,647                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,282                                  | 100.0  |
| <b>Grand Total</b>            | <b>448</b>                         | <b>100.0</b>                             | <b>10,540</b>                          | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 27 mining firms, or 90.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                     |                                    |  |  |  |
| Small Firms                   | 133                                | 59.6                                     | 98                                     | 27.3   |
| Medium Size Firms             | 22                                 | 44.9                                     | 135                                    | 56.3   |
| All Size Firms                | 155                                | 55.4                                     | 233                                    | 35.8   |
| <b>YES, 1 to 3 DAYS</b>       |                                    |  |  |  |
| Small Firms                   | 90                                 | 40.4                                     | 261                                    | 72.7   |
| Medium Size Firms             | 27                                 | 55.1                                     | 105                                    | 43.8   |
| Large Firms                   | 4                                  | 50.0                                     | 12                                     | 23.5   |
| All Size Firms                | 121                                | 43.2                                     | 378                                    | 58.2   |
| <b>YES, 4 to 7 DAYS</b>       |                                    |  |  |  |
| Large Firms                   | 4                                  | 50.0                                     | 12                                     | 23.5   |
| All Size Firms                | 4                                  | 1.4                                      | 12                                     | 1.8  |
| Subtotal of Small Firms       | 223                                | 100.0                                    | 359                                    | 100.0  |
| Subtotal of Medium Size Firms | 49                                 | 100.0                                    | 240                                    | 100.0  |
| Subtotal of Large Firms       | 8                                  | 100.0                                    | 51                                     | 100.0  |
| <b>Grand Total</b>            | <b>280</b>                         | <b>100.0</b>                             | <b>650</b>                             | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 18 mining firms, or 75.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                     |                                    |  |  |  |
| Small Firms                   | 196                                | 68.8                                     | 1,322                                  | 50.3   |
| Medium Size Firms             | 38                                 | 76.0                                     | 2,335                                  | 77.6   |
| All Size Firms                | 234                                | 67.8                                     | 1,335                                  | 17.0   |
| <b>YES, 6 WEEKS or LESS</b>   |                                    |  |  |  |
| Small Firms                   | 4                                  | 1.4                                      | 29                                     | 1.1  |
| Medium Size Firms             | 8                                  | 16.0                                     | 675                                    | 22.4   |
| Large Firms                   | 2                                  | 20.0                                     | 798                                    | 35.8   |
| All Size Firms                | 14                                 | 4.1                                      | 203                                    | 2.6  |
| <b>YES, 7 to 13 WEEKS</b>     |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 8.0                                      | 264                                    | 8.8  |
| Large Firms                   | 4                                  | 40.0                                     | 525                                    | 23.6   |
| All Size Firms                | 8                                  | 2.3                                      | 780                                    | 9.9  |
| <b>YES, 14 to 26 WEEKS</b>    |                                    |  |  |  |
| Small Firms                   | 85                                 | 29.8                                     | 1,279                                  | 48.6   |
| Large Firms                   | 2                                  | 20.0                                     | 327                                    | 14.7   |
| All Size Firms                | 87                                 | 25.2                                     | 1,168                                  | 14.8   |
| <b>MORE than 26 WEEKS</b>     |                                    |  |  |  |
| Large Firms                   | 2                                  | 20.0                                     | 576                                    | 25.9   |
| All Size Firms                | 2                                  | 0.6                                      | 4,156                                  | 52.8   |
| Subtotal of Small Firms       | 285                                | 100.0                                    | 2,630                                  | 100.0  |
| Subtotal of Medium Size Firms | 50                                 | 100.0                                    | 3,010                                  | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 2,226                                  | 100.0  |
| <b>Grand Total</b>            | 345                                | 100.0                                    | 7,866                                  | 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. Mining 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. 27 mining firms, or 90.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                     |                                    |  |  |  |
| Small Firms                   | 244                                | 73.3                                     | 1,497                                  | 53.4   |
| Medium Size Firms             | 40                                 | 74.1                                     | 2,425                                  | 66.5   |
| All Size Firms                | 284                                | 71.2                                     | 3,922                                  | 40.4   |
| <b>YES, 6 WEEKS or LESS</b>   |                                    |  |  |  |
| Small Firms                   | 4                                  | 1.2                                      | 29                                     | 1.0  |
| Medium Size Firms             | 6                                  | 11.1                                     | 586                                    | 16.1   |
| Large Firms                   | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms                | 12                                 | 3.0                                      | 1,413                                  | 14.6   |
| <b>YES, 7 to 13 WEEKS</b>     |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 7.4                                      | 264                                    | 7.2  |
| Large Firms                   | 4                                  | 33.3                                     | 525                                    | 16.1   |
| All Size Firms                | 8                                  | 2.0                                      | 789                                    | 8.1  |
| <b>YES, 14 to 26 WEEKS</b>    |                                    |  |  |  |
| Small Firms                   | 85                                 | 25.5                                     | 1,279                                  | 45.6   |
| Medium Size Firms             | 4                                  | 7.4                                      | 372                                    | 10.2   |
| Large Firms                   | 4                                  | 33.3                                     | 1,356                                  | 41.7   |
| All Size Firms                | 93                                 | 23.3                                     | 3,007                                  | 31.0   |
| <b>MORE than 26 WEEKS</b>     |                                    |  |  |  |
| Large Firms                   | 2                                  | 16.7                                     | 576                                    | 17.7   |
| All Size Firms                | 2                                  | 0.5                                      | 576                                    | 5.9  |
| Subtotal of Small Firms       | 333                                | 100.0                                    | 2,805                                  | 100.0  |
| Subtotal of Medium Size Firms | 54                                 | 100.0                                    | 3,647                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | 399                                | 100.0                                    | 9,707                                  | 100.0  |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 26 mining firms, or 86.7% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NO                            |                                    |  |  |  |
| Small Firms                   | 223                                | 100.0                                    | 359                                    | 100.0  |
| Medium Size Firms             | 47                                 | 87.0                                     | 221                                    | 90.6   |
| All Size Firms                | 270                                | 94.7                                     | 580                                    | 92.5   |
| YES, 6 WEEKS or LESS          |                                    |  |  |  |
| Large Firms                   | 4                                  | 50.0                                     | 12                                     | 50.0   |
| All Size Firms                | 4                                  | 1.4                                      | 12                                     | 1.9  |
| YES, 14 to 26 WEEKS           |                                    |  |  |  |
| Medium Size Firms             | 7                                  | 13.0                                     | 23                                     | 9.4  |
| All Size Firms                | 7                                  | 2.5                                      | 23                                     | 3.7  |
| MORE than 26 WEEKS            |                                    |  |  |  |
| Large Firms                   | 4                                  | 50.0                                     | 12                                     | 50.0   |
| All Size Firms                | 4                                  | 1.4                                      | 12                                     | 1.9  |
| Subtotal of Small Firms       | 223                                | 100.0                                    | 359                                    | 100.0  |
| Subtotal of Medium Size Firms | 54                                 | 100.0                                    | 244                                    | 100.0  |
| Subtotal of Large Firms       | 8                                  | 100.0                                    | 24                                     | 100.0  |
| <b>Grand Total</b>            | <b>285</b>                         | <b>100.0</b>                             | <b>627</b>                             | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 20 mining firms, or 83.3% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|----------------------------------|------------------------------------|--|--|--|
| <b>MILITARY</b>                  |                                    |  |  |  |
| Small Firms                      | 70                                 | 23.3                                     | 870                                    | 32.5   |
| Medium Size Firms                | 2                                  | 5.7                                      | 32                                     | 3.1  |
| Large Firms                      | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| All Size Firms                   | 80                                 | 23.1                                     | 5,797                                  | 66.6   |
| <b>JURY DUTY</b>                 |                                    |  |  |  |
| Small Firms                      | 156                                | 51.8                                     | 1,053                                  | 39.3   |
| Medium Size Firms                | 33                                 | 94.3                                     | 1,019                                  | 97.1   |
| Large Firms                      | 12                                 | 120.0                                    | 4,985                                  | 100.0  |
| All Size Firms                   | 201                                | 58.1                                     | 7,057                                  | 81.0   |
| <b>FAMILY MEDICAL</b>            |                                    |  |  |  |
| Small Firms                      | 67                                 | 22.3                                     | 865                                    | 32.3   |
| All Size Firms                   | 67                                 | 19.4                                     | 865                                    | 9.9  |
| <b>MATERNITY LEAVE</b>           |                                    |  |  |  |
| Small Firms                      | 48                                 | 15.9                                     | 595                                    | 22.2   |
| Medium Size Firms                | 12                                 | 34.3                                     | 419                                    | 39.9   |
| Large Firms                      | 6                                  | 60.0                                     | 739                                    | 14.8   |
| All Size Firms                   | 66                                 | 19.1                                     | 1,753                                  | 20.1   |
| <b>DOCTOR/DENTAL APPOINTMENT</b> |                                    |  |  |  |
| Small Firms                      | 115                                | 38.2                                     | 935                                    | 34.9   |
| Medium Size Firms                | 18                                 | 51.4                                     | 708                                    | 67.5   |
| Large Firms                      | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| All Size Firms                   | 141                                | 40.8                                     | 6,538                                  | 75.1   |
| <b>OTHER (please name)</b>       |                                    |  |  |  |
| Large Firms                      | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| All Size Firms                   | 2                                  | 0.6                                      | 4,156                                  | 47.7   |
| Subtotal of Small Firms          | 301                                | 100.0                                    | 2,676                                  | 100.0  |
| Subtotal of Medium Size Firms    | 35                                 | 100.0                                    | 1,049                                  | 100.0  |
| Subtotal of Large Firms          | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>               | <b>346</b>                         | <b>100.0</b>                             | <b>8,710</b>                           | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 22 mining firms, or 73.3% of the applicable mining firms 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.



**MINING**  
Full-time Hourly

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

| <b>Response</b>                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|----------------------------------|------------------------------------|--|--|--|
| <b>MILITARY</b>                  |                                    |  |  |  |
| Small Firms                      | 70                                 | 34.3                                     | 1,237                                  | 62.6   |
| Medium Size Firms                | 2                                  | 5.3                                      | 89                                     | 3.9  |
| Large Firms                      | 10                                 | 83.3                                     | 2,457                                  | 75.5   |
| All Size Firms                   | 82                                 | 32.3                                     | 3,783                                  | 50.2   |
| <b>JURY DUTY</b>                 |                                    |  |  |  |
| Small Firms                      | 204                                | 100.0                                    | 1,975                                  | 100.0  |
| Medium Size Firms                | 38                                 | 100.0                                    | 2,302                                  | 100.0  |
| Large Firms                      | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| All Size Firms                   | 254                                | 100.0                                    | 7,532                                  | 100.0  |
| <b>FAMILY MEDICAL</b>            |                                    |  |  |  |
| Small Firms                      | 67                                 | 32.8                                     | 1,208                                  | 61.2   |
| Medium Size Firms                | 4                                  | 10.5                                     | 372                                    | 16.2   |
| Large Firms                      | 2                                  | 16.7                                     | 1,029                                  | 31.6   |
| All Size Firms                   | 73                                 | 28.7                                     | 2,609                                  | 34.6   |
| <b>MATERNITY LEAVE</b>           |                                    |  |  |  |
| Small Firms                      | 48                                 | 23.5                                     | 910                                    | 46.1   |
| Medium Size Firms                | 16                                 | 42.1                                     | 959                                    | 41.7   |
| Large Firms                      | 8                                  | 66.7                                     | 1,881                                  | 57.8   |
| All Size Firms                   | 72                                 | 28.3                                     | 3,750                                  | 49.8   |
| <b>DOCTOR/DENTAL APPOINTMENT</b> |                                    |  |  |  |
| Small Firms                      | 115                                | 56.4                                     | 1,558                                  | 78.9   |
| Medium Size Firms                | 6                                  | 15.8                                     | 461                                    | 20.0   |
| Large Firms                      | 8                                  | 66.7                                     | 1,881                                  | 57.8   |
| All Size Firms                   | 129                                | 50.8                                     | 3,900                                  | 51.8   |
| <b>OTHER (please name)</b>       |                                    |  |  |  |
| Large Firms                      | 2                                  | 16.7                                     | 576                                    | 17.7   |
| All Size Firms                   | 2                                  | 0.8                                      | 576                                    | 7.6  |
| Subtotal of Small Firms          | 204                                | 100.0                                    | 1,975                                  | 100.0  |
| Subtotal of Medium Size Firms    | 38                                 | 100.0                                    | 2,302                                  | 100.0  |
| Subtotal of Large Firms          | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>               | <b>254</b>                         | <b>100.0</b>                             | <b>7,532</b>                           | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 20 mining firms, or 66.7% of the applicable mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|----------------------------------|------------------------------------|--|--|--|
| <b>MILITARY</b>                  |                                    |  |  |  |
| Small Firms                      | 37                                 | 29.1                                     | 28                                     | 9.7  |
| Large Firms                      | 4                                  | 50.0                                     | 12                                     | 50.0   |
| All Size Firms                   | 41                                 | 25.3                                     | 40                                     | 9.6  |
| <b>JURY DUTY</b>                 |                                    |  |  |  |
| Small Firms                      | 90                                 | 70.9                                     | 261                                    | 90.3   |
| Medium Size Firms                | 27                                 | 100.0                                    | 105                                    | 100.0  |
| Large Firms                      | 8                                  |  | 24                                     | 100.0  |
| All Size Firms                   | 125                                | 77.2                                     | 390                                    | 93.3   |
| <b>FAMILY MEDICAL</b>            |                                    |  |  |  |
| Small Firms                      | 127                                | 100.0                                    | 289                                    | 100.0  |
| Medium Size Firms                | 7                                  | 25.9                                     | 23                                     | 21.9   |
| All Size Firms                   | 134                                | 82.7                                     | 312                                    | 74.6   |
| <b>MATERNITY LEAVE</b>           |                                    |  |  |  |
| Medium Size Firms                | 27                                 | 100.0                                    | 105                                    | 100.0  |
| All Size Firms                   | 27                                 | 16.7                                     | 105                                    | 25.1   |
| <b>DOCTOR/DENTAL APPOINTMENT</b> |                                    |  |  |  |
| Small Firms                      | 127                                | 100.0                                    | 289                                    | 100.0  |
| Medium Size Firms                | 7                                  | 25.9                                     | 23                                     | 21.9   |
| All Size Firms                   | 134                                | 82.7                                     | 312                                    | 74.6   |
| <b>OTHER (please name)</b>       |                                    |  |  |  |
| Large Firms                      | 4                                  | 50.0                                     | 12                                     | 50.0   |
| All Size Firms                   | 4                                  | 2.5                                      | 12                                     | 2.9  |
| Subtotal of Small Firms          | 127                                | 100.0                                    | 289                                    | 100.0  |
| Subtotal of Medium Size Firms    | 27                                 | 100.0                                    | 105                                    | 100.0  |
| Subtotal of Large Firms          | 8                                  | 100.0                                    | 24                                     | 100.0  |
| <b>Grand Total</b>               | <b>162</b>                         | <b>100.0</b>                             | <b>418</b>                             | <b>100.0</b>                                 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 12 mining firms, or 50.0% of the applicable mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>                     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                           |                                    |  |  |  |
| Small Firms                         | 48                                 | 8.8                                      | 210                                    | 5.6  |
| All Size Firms                      | 48                                 | 7.9                                      | 210                                    | 2.1  |
| <b>YES, EMPLOYEE ONLY</b>           |                                    |  |  |  |
| Small Firms                         | 45                                 | 8.3                                      | 261                                    | 7.0  |
| Medium Size Firms                   | 6                                  | 10.7                                     | 76                                     | 5.8  |
| All Size Firms                      | 51                                 | 8.4                                      | 337                                    | 3.4  |
| <b>YES, EMPLOYEE and DEPENDENTS</b> |                                    |  |  |  |
| Small Firms                         | 450                                | 82.9                                     | 3,272                                  | 87.4   |
| Medium Size Firms                   | 50                                 | 89.3                                     | 1,232                                  | 94.2   |
| Large Firms                         | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                      | 510                                | 83.7                                     | 9,489                                  | 94.5   |
| Subtotal of Small Firms             | 543                                | 100.0                                    | 3,743                                  | 100.0  |
| Subtotal of Medium Size Firms       | 56                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms             | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                  | 609                                | 100.0                                    | 10,036                                 | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NO                            |                                    |  |  |  |
| Small Firms                   | 96                                 | 19.4                                     | 770                                    | 16.7   |
| All Size Firms                | 96                                 | 16.9                                     | 770                                    | 6.6  |
| YES, EMPLOYEE ONLY            |                                    |  |  |  |
| Small Firms                   | 48                                 | 9.7                                      | 805                                    | 17.4   |
| Medium Size Firms             | 11                                 | 18.6                                     | 1,104                                  | 28.8   |
| All Size Firms                | 59                                 | 10.4                                     | 1,909                                  | 16.3   |
| YES, EMPLOYEE and DEPENDENTS  |                                    |  |  |  |
| Small Firms                   | 352                                | 71.0                                     | 3,048                                  | 65.9   |
| Medium Size Firms             | 48                                 | 81.4                                     | 2,723                                  | 71.2   |
| Large Firms                   | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| All Size Firms                | 412                                | 72.7                                     | 9,026                                  | 77.1   |
| Subtotal of Small Firms       | 496                                | 100.0                                    | 4,623                                  | 100.0  |
| Subtotal of Medium Size Firms | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | <b>567</b>                         | <b>100.0</b>                             | <b>11,705</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| Response                      | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO                            |                             |                                   |                                 |                                       |
| Small Firms                   | 48                          | 33.8                              | 35                              | 12.7                                  |
| Medium Size Firms             | 6                           | 14.3                              | 25                              | 14.3                                  |
| All Size Firms                | 54                          | 28.4                              | 60                              | 12.2                                  |
| YES, EMPLOYEE ONLY            |                             |                                   |                                 |                                       |
| Medium Size Firms             | 11                          | 26.2                              | 55                              | 31.4                                  |
| All Size Firms                | 11                          | 5.8                               | 55                              | 11.2                                  |
| YES, EMPLOYEE and DEPENDENTS  |                             |                                   |                                 |                                       |
| Small Firms                   | 94                          | 66.2                              | 240                             | 87.3                                  |
| Medium Size Firms             | 25                          | 59.5                              | 95                              | 54.3                                  |
| Large Firms                   | 6                           | 100.0                             | 41                              | 100.0                                 |
| All Size Firms                | 125                         | 65.8                              | 376                             | 76.6                                  |
| Subtotal of Small Firms       | 142                         | 100.0                             | 275                             | 100.0                                 |
| Subtotal of Medium Size Firms | 42                          | 100.0                             | 175                             | 100.0                                 |
| Subtotal of Large Firms       | 6                           | 100.0                             | 41                              | 100.0                                 |
| <b>Grand Total</b>            | 190                         | 100.0                             | 491                             | 100.0                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 14 firms, or 63.6% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>                              | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>TRADITIONAL FEE-FOR-SERVICE</b>           |                                    |  |  |  |
| Small Firms                                  | 133                                | 26.9                                     | 778                                    | 22.0   |
| Medium Size Firms                            | 6                                  | 10.9                                     | 76                                     | 5.8  |
| Large Firms                                  | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| <b>All Size Firms</b>                        | <b>141</b>                         | <b>25.2</b>                              | <b>5,010</b>                           | <b>51.0</b>                                  |
| <b>HEALTH MAINTENANCE ORGANIZATION (HMO)</b> |                                    |  |  |  |
| Small Firms                                  | 112                                | 22.6                                     | 1,522                                  | 43.1   |
| Medium Size Firms                            | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Large Firms                                  | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| <b>All Size Firms</b>                        | <b>175</b>                         | <b>31.3</b>                              | <b>7,725</b>                           | <b>78.6</b>                                  |
| <b>PREFERRED PROVIDER ORGANIZATION (PPO)</b> |                                    |  |  |  |
| Small Firms                                  | 365                                | 73.7                                     | 2,989                                  | 84.6   |
| Medium Size Firms                            | 50                                 | 90.9                                     | 1,232                                  | 94.2   |
| Large Firms                                  | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>All Size Firms</b>                        | <b>425</b>                         | <b>75.9</b>                              | <b>9,206</b>                           | <b>93.7</b>                                  |
| Subtotal of Small Firms                      | 495                                | 100.0                                    | 3,532                                  | 100.0  |
| Subtotal of Medium Size Firms                | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms                      | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                           | <b>560</b>                         | <b>100.0</b>                             | <b>9,825</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 32 mining firms, or 100.0% of the applicable mining 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.

**MINING**  
Full-time Hourly

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE           |                                    |  |  |  |
| Small Firms                           | 133                                | 33.2                                     | 1,473                                  | 38.2   |
| Medium Size Firms                     | 4                                  | 7.5                                      | 372                                    | 12.5   |
| Large Firms                           | 2                                  | 16.7                                     | 576                                    | 17.7   |
| All Size Firms                        | 139                                | 29.8                                     | 2,421                                  | 24.0   |
| HEALTH MAINTENANCE ORGANIZATION (HMO) |                                    |  |  |  |
| Small Firms                           | 4                                  | 1.0                                      | 59                                     | 1.5  |
| Large Firms                           | 8                                  | 66.7                                     | 1,428                                  | 43.9   |
| All Size Firms                        | 12                                 | 2.6                                      | 1,487                                  | 14.7   |
| PREFERRED PROVIDER ORGANIZATION (PPO) |                                    |  |  |  |
| Small Firms                           | 334                                | 83.3                                     | 3,431                                  | 89.1   |
| Medium Size Firms                     | 53                                 | 100.0                                    | 2,976                                  | 100.0  |
| Large Firms                           | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| All Size Firms                        | 399                                | 85.6                                     | 9,662                                  | 95.8   |
| Subtotal of Small Firms               | 401                                | 100.0                                    | 3,852                                  | 100.0  |
| Subtotal of Medium Size Firms         | 53                                 | 100.0                                    | 2,976                                  | 100.0  |
| Subtotal of Large Firms               | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                    | <b>466</b>                         | <b>100.0</b>                             | <b>10,083</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 29 mining firms, or 96.7% of the applicable mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE           |                                    |  |  |  |
| Medium Size Firms                     | 4                                  | 19.0                                     | 11                                     | 16.7   |
| Large Firms                           | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                        | 6                                  | 5.0                                      | 17                                     | 4.9  |
| HEALTH MAINTENANCE ORGANIZATION (HMO) |                                    |  |  |  |
| Small Firms                           | 4                                  | 4.3                                      | 5                                      | 2.1  |
| Large Firms                           | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                        | 6                                  | 5.0                                      | 11                                     | 3.2  |
| PREFERRED PROVIDER ORGANIZATION (PPO) |                                    |  |  |  |
| Small Firms                           | 94                                 | 100.0                                    | 240                                    | 100.0  |
| Medium Size Firms                     | 21                                 | 100.0                                    | 66                                     | 100.0  |
| Large Firms                           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                        | 121                                | 100.0                                    | 347                                    | 100.0  |
| Subtotal of Small Firms               | 94                                 | 100.0                                    | 240                                    | 100.0  |
| Subtotal of Medium Size Firms         | 21                                 | 100.0                                    | 66                                     | 100.0  |
| Subtotal of Large Firms               | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                    | 121                                | 100.0                                    | 347                                    | 100.0  |

\*Note: 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. Mining 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. 10 mining firms, or 83.3% of the applicable mining 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.



## MINING

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

| Employee Category                   | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                     | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 298                         | 60.2                              | 1,653                           | 46.8                                  |
|                                     | Salaried Medium Size Firms                     | 34                          | 85.0                              | 556                             | 65.8                                  |
|                                     | Salaried Large Firms                           | 2                           | 20.0                              | 90                              | 1.8                                   |
|                                     | Salaried All Size Firms                        | 334                         | 61.3                              | 2,299                           | 24.6                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Salaried Small Firms                           | 197                         | 39.8                              | 1,880                           | 53.2                                  |
|                                     | Salaried Medium Size Firms                     | 6                           | 15.0                              | 289                             | 34.2                                  |
|                                     | Salaried Large Firms                           | 8                           | 80.0                              | 4,895                           | 98.2                                  |
|                                     | Salaried All Size Firms                        | 211                         | 38.7                              | 7,064                           | 186                                   |
|                                     | Subtotal of Salaried Small Firms               | 495                         | 100.0                             | 3,533                           | 100.0                                 |
|                                     | Subtotal of Salaried Medium Size Firms         | 40                          | 100.0                             | 845                             | 100.0                                 |
|                                     | Subtotal of Salaried Large Firms               | 10                          | 100.0                             | 4,985                           | 100.0                                 |
| <b>Salaried Grand Total</b>         | <b>545</b>                                     | <b>100.0</b>                | <b>9,363</b>                      | <b>100.0</b>                    |                                       |
| <b>FULL-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 153                         | 38.2                              | 1,002                           | 26.0                                  |
|                                     | Full-time Hourly Medium Size Firms             | 34                          | 77.3                              | 2,036                           | 74.2                                  |
|                                     | Full-time Hourly Large Firms                   | 4                           | 33.3                              | 1,827                           | 56.1                                  |
|                                     | Full-time Hourly All Size Firms                | 191                         | 41.8                              | 4,865                           | 49.4                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Full-time Hourly Small Firms                   | 248                         | 61.8                              | 2,850                           | 74.0                                  |
|                                     | Full-time Hourly Medium Size Firms             | 10                          | 22.7                              | 708                             | 25.8                                  |
|                                     | Full-time Hourly Large Firms                   | 8                           | 66.7                              | 1,428                           | 43.9                                  |
|                                     | Full-time Hourly All Size Firms                | 266                         | 58.2                              | 4,986                           | 50.6                                  |
|                                     | Subtotal of Full-time Hourly Small Firms       | 401                         | 100.0                             | 3,852                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Medium Size Firms | 44                          | 100.0                             | 2,744                           | 100.0                                 |
|                                     | Subtotal of Full-time Hourly Large Firms       | 12                          | 100.0                             | 3,255                           | 100.0                                 |
| <b>Full-time Hourly Grand Total</b> | <b>457</b>                                     | <b>100.0</b>                | <b>9,851</b>                      | <b>100.0</b>                    |                                       |
| <b>PART-TIME HOURLY</b>             | <b>No</b>                                      |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 90                          | 95.7                              | 235                             | 97.9                                  |
|                                     | Part-time Hourly Medium Size Firms             | 17                          | 81.0                              | 72                              | 86.7                                  |
|                                     | Part-time Hourly Large Firms                   | 4                           | 66.7                              | 35                              | 85.4                                  |
|                                     | Part-time Hourly All Size Firms                | 111                         | 91.7                              | 342                             | 94.0                                  |
|                                     | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|                                     | Part-time Hourly Small Firms                   | 4                           | 4.3                               | 5                               | 2.1                                   |
|                                     | Part-time Hourly Medium Size Firms             | 4                           | 19.0                              | 11                              | 13.3                                  |
|                                     | Part-time Hourly Large Firms                   | 2                           | 33.3                              | 6                               | 14.6                                  |
|                                     | Part-time Hourly All Size Firms                | 10                          | 8.3                               | 22                              | 6.0                                   |
|                                     | Subtotal of Part-time Hourly Small Firms       | 94                          | 100.0                             | 240                             | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Medium Size Firms | 21                          | 100.0                             | 83                              | 100.0                                 |
|                                     | Subtotal of Part-time Hourly Large Firms       | 6                           | 100.0                             | 41                              | 100.0                                 |
| <b>Part-time Hourly Grand Total</b> | <b>121</b>                                     | <b>100.0</b>                | <b>364</b>                        | <b>100.0</b>                    |                                       |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 34 mining firms, or 94.4% of the applicable mining firms responded to this question.

## MINING

### Salary

**TABLE 29D: Medical/health Care Plan Employee Cost Compensation for Oklahoma Mining 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                          |                             |                                   |                                 |                                       |
| Large Firms                   | 2                           | 33.3                              | 90                              | 2.0                                   |
| All Size Firms                | 2                           | 0.4                               | 90                              | 1.0                                   |
| 1% to 25%                     |                             |                                   |                                 |                                       |
| Small Firms                   | 19                          | 3.8                               | 142                             | 4.0                                   |
| All Size Firms                | 19                          | 3.4                               | 142                             | 1.5                                   |
| 26% to 50%                    |                             |                                   |                                 |                                       |
| Small Firms                   | 48                          | 9.7                               | 70                              | 2.0                                   |
| Medium Size Firms             | 8                           | 14.5                              | 221                             | 16.9                                  |
| All Size Firms                | 56                          | 10.1                              | 291                             | 3.1                                   |
| 51% to 75%                    |                             |                                   |                                 |                                       |
| Small Firms                   | 37                          | 7.5                               | 227                             | 6.4                                   |
| Medium Size Firms             | 9                           | 16.4                              | 103                             | 7.9                                   |
| All Size Firms                | 46                          | 8.3                               | 330                             | 3.5                                   |
| 76% to 99%                    |                             |                                   |                                 |                                       |
| Small Firms                   | 171                         | 34.5                              | 2,339                           | 66.2                                  |
| Medium Size Firms             | 12                          | 21.8                              | 417                             | 31.9                                  |
| Large Firms                   | 4                           | 66.7                              | 4,374                           | 98.0                                  |
| All Size Firms                | 187                         | 33.6                              | 7,130                           | 76.6                                  |
| 100%                          |                             |                                   |                                 |                                       |
| Small Firms                   | 220                         | 44.4                              | 754                             | 21.3                                  |
| Medium Size Firms             | 26                          | 47.3                              | 567                             | 43.3                                  |
| All Size Firms                | 246                         | 44.2                              | 1,321                           | 14.2                                  |
| Subtotal of Small Firms       | 495                         | 100.0                             | 3,532                           | 100.0                                 |
| Subtotal of Medium Size Firms | 55                          | 100.0                             | 1,308                           | 100.0                                 |
| Subtotal of Large Firms       | 6                           | 100.0                             | 4,464                           | 100.0                                 |
| <b>Grand Total</b>            | <b>556</b>                  | <b>100.0</b>                      | <b>9,304</b>                    | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 31 mining firms, or 96.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 10.2                                     | 851                                    | 22.2   |
| Large Firms                   | 2                                  | 25.0                                     | 798                                    | 29.2   |
| All Size Firms                | 8                                  | 1.7                                      | 1,649                                  | 15.8   |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 48                                 | 12.0                                     | 350                                    | 9.1  |
| Medium Size Firms             | 13                                 | 22.0                                     | 439                                    | 11.5   |
| All Size Firms                | 61                                 | 13.1                                     | 789                                    | 7.6  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 9.3                                      | 284                                    | 7.4  |
| Medium Size Firms             | 13                                 | 22.0                                     | 1,210                                  | 31.6   |
| All Size Firms                | 50                                 | 10.7                                     | 1,494                                  | 14.4   |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 89                                 | 22.3                                     | 1,338                                  | 34.7   |
| Medium Size Firms             | 12                                 | 20.3                                     | 570                                    | 14.9   |
| Large Firms                   | 6                                  | 75.0                                     | 1,933                                  | 70.8   |
| All Size Firms                | 107                                | 22.9                                     | 3,841                                  | 36.9   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 226                                | 56.5                                     | 1,880                                  | 48.8   |
| Medium Size Firms             | 15                                 | 25.4                                     | 757                                    | 19.8   |
| All Size Firms                | 241                                | 51.6                                     | 2,637                                  | 25.3   |
| Subtotal of Small Firms       | 400                                | 100.0                                    | 3,852                                  | 100.0  |
| Subtotal of Medium Size Firms | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Subtotal of Large Firms       | 8                                  | 100.0                                    | 2,731                                  | 100.0  |
| <b>Grand Total</b>            | <b>467</b>                         | <b>100.0</b>                             | <b>10,410</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 29 mining firms, or 96.7% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 22.2                                     | 42                                     | 38.5   |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 8                                  | 6.3                                      | 48                                     | 12.3   |
| 26% to 50%                    |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 22.2                                     | 17                                     | 15.6   |
| All Size Firms                | 6                                  | 4.7                                      | 17                                     | 4.4  |
| 51% to 75%                    |                                    |  |  |  |
| Medium Size Firms             | 9                                  | 33.3                                     | 37                                     | 33.9   |
| All Size Firms                | 9                                  | 7.1                                      | 37                                     | 9.5  |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 4.3                                      | 5                                      | 2.1  |
| Large Firms                   | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                | 8                                  | 6.3                                      | 40                                     | 10.3   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 90                                 | 95.7                                     | 235                                    | 97.9   |
| Medium Size Firms             | 6                                  | 22.2                                     | 13                                     | 11.9   |
| All Size Firms                | 96                                 | 75.6                                     | 248                                    | 63.6   |
| Subtotal of Small Firms       | 94                                 | 100.0                                    | 240                                    | 100.0  |
| Subtotal of Medium Size Firms | 27                                 | 100.0                                    | 109                                    | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | <b>127</b>                         | <b>100.0</b>                             | <b>390</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 11 mining firms, or 97.1% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 82                                 | 16.5                                     | 326                                    | 9.2  |
| Medium Size Firms             | 17                                 | 30.4                                     | 270                                    | 20.6   |
| Large Firms                   | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                | 101                                | 18.0                                     | 686                                    | 7.0  |
| 1% to 25%                     |                                    |  |  |  |
| Small Firms                   | 19                                 | 3.8                                      | 142                                    | 4.0  |
| Medium Size Firms             | 4                                  | 7.1                                      | 259                                    | 19.8   |
| All Size Firms                | 23                                 | 4.1                                      | 401                                    | 4.1  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 93                                 | 18.8                                     | 331                                    | 9.4  |
| Medium Size Firms             | 8                                  | 14.3                                     | 221                                    | 16.9   |
| All Size Firms                | 101                                | 18.0                                     | 552                                    | 5.6  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 7.5                                      | 227                                    | 6.4  |
| Medium Size Firms             | 9                                  | 16.1                                     | 103                                    | 7.9  |
| Large Firms                   | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms                | 50                                 | 8.9                                      | 851                                    | 8.7  |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 168                                | 33.9                                     | 2,327                                  | 65.9   |
| Medium Size Firms             | 12                                 | 21.4                                     | 417                                    | 31.9   |
| Large Firms                   | 4                                  | 40.0                                     | 4,374                                  | 87.7   |
| All Size Firms                | 184                                | 32.7                                     | 7,118                                  | 72.4   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 97                                 | 19.6                                     | 179                                    | 5.1  |
| Medium Size Firms             | 6                                  | 10.7                                     | 38                                     | 2.9  |
| All Size Firms                | 103                                | 18.3                                     | 217                                    | 2.2  |
| Subtotal of Small Firms       | 496                                | 100.0                                    | 3,532                                  | 100.0  |
| Subtotal of Medium Size Firms | 56                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>            | <b>562</b>                         | <b>100.0</b>                             | <b>9,825</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 32 mining firms, or 100.0% of the applicable mining firms responded to this question.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 133                                | 33.3                                     | 1,449                                  | 37.6   |
| Medium Size Firms             | 17                                 | 28.8                                     | 1,344                                  | 35.1   |
| Large Firms                   | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms                | 152                                | 32.3                                     | 3,591                                  | 32.8   |
| 1% to 25%                     |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 6.8                                      | 264                                    | 6.9  |
| All Size Firms                | 4                                  | 0.8                                      | 264                                    | 2.4  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 93                                 | 23.3                                     | 741                                    | 19.2   |
| Medium Size Firms             | 17                                 | 28.8                                     | 811                                    | 21.2   |
| All Size Firms                | 110                                | 23.4                                     | 1,552                                  | 14.2   |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 9.3                                      | 284                                    | 7.4  |
| Medium Size Firms             | 9                                  | 15.3                                     | 838                                    | 21.9   |
| Large Firms                   | 4                                  | 33.3                                     | 525                                    | 16.1   |
| All Size Firms                | 50                                 | 10.6                                     | 1,647                                  | 15.1   |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 133                                | 33.3                                     | 1,349                                  | 35.0   |
| Medium Size Firms             | 12                                 | 20.3                                     | 570                                    | 14.9   |
| Large Firms                   | 6                                  | 50.0                                     | 1,933                                  | 59.4   |
| All Size Firms                | 151                                | 32.1                                     | 3,852                                  | 35.2   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 4                                  | 1.0                                      | 29                                     | 0.8  |
| All Size Firms                | 4                                  | 0.8                                      | 29                                     | 0.3  |
| Subtotal of Small Firms       | 400                                | 100.0                                    | 3,852                                  | 100.0  |
| Subtotal of Medium Size Firms | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,256                                  | 100.0  |
| <b>Grand Total</b>            | <b>471</b>                         | <b>100.0</b>                             | <b>10,935</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 30 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 4                                  | 4.3                                      | 5                                      | 2.1  |
| Medium Size Firms             | 11                                 | 42.3                                     | 55                                     | 50.9   |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 17                                 | 13.5                                     | 66                                     | 17.0   |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 45                                 | 47.9                                     | 104                                    | 43.5   |
| Medium Size Firms             | 9                                  | 34.6                                     | 28                                     | 25.9   |
| All Size Firms                | 54                                 | 42.9                                     | 132                                    | 34.0   |
| 51% to 75%                    |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 23.1                                     | 25                                     | 10.5   |
| All Size Firms                | 6                                  | 4.8                                      | 25                                     | 6.4  |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 45                                 | 47.9                                     | 130                                    | 54.4   |
| Large Firms                   | 4                                  | 66.7                                     | 35                                     | 14.6   |
| All Size Firms                | 49                                 | 38.9                                     | 165                                    | 17.0   |
| Subtotal of Small Firms       | 94                                 | 100.0                                    | 239                                    | 100.0  |
| Subtotal of Medium Size Firms | 26                                 | 100.0                                    | 108                                    | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | <b>126</b>                         | <b>100.0</b>                             | <b>388</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
**Salary**

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

| <b>Response</b>                     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                           |                                    |  |  |  |
| Small Firms                         | 287                                | 52.9                                     | 1,092                                  | 29.2   |
| Medium Size Firms                   | 17                                 | 30.4                                     | 232                                    | 17.7   |
| Large Firms                         |                                    | 0.0                                      |  | 0.0  |
| All Size Firms                      | 304                                | 49.9                                     | 1,324                                  | 13.2   |
| <b>YES, EMPLOYEE ONLY</b>           |                                    |  |  |  |
| Medium Size Firms                   | 6                                  | 10.7                                     | 76                                     | 5.8  |
| All Size Firms                      | 6                                  | 1.0                                      | 76                                     | 0.8  |
| <b>YES, EMPLOYEE and DEPENDENTS</b> |                                    |  |  |  |
| Small Firms                         | 256                                | 47.1                                     | 2,651                                  | 70.8   |
| Medium Size Firms                   | 33                                 | 58.9                                     | 1,000                                  | 76.5   |
| Large Firms                         | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                      | 299                                | 49.1                                     | 8,636                                  | 86.1   |
| Subtotal of Small Firms             | 543                                | 100.0                                    | 3,743                                  | 100.0  |
| Subtotal of Medium Size Firms       | 56                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms             | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                  | <b>609</b>                         | <b>100.0</b>                             | <b>10,036</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.



**MINING**  
Full-time Hourly

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

| <b>Response</b>                     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                           |                                    |  |  |  |
| Small Firms                         | 323                                | 65.0                                     | 2,930                                  | 63.4   |
| Medium Size Firms                   | 17                                 | 28.3                                     | 1,273                                  | 33.3   |
| All Size Firms                      | 340                                | 59.8                                     | 4,203                                  | 35.9   |
| <b>YES, EMPLOYEE ONLY</b>           |                                    |  |  |  |
| Medium Size Firms                   | 6                                  | 10.0                                     | 253                                    | 6.6  |
| All Size Firms                      | 6                                  | 1.1                                      | 253                                    | 2.2  |
| <b>YES, EMPLOYEE and DEPENDENTS</b> |                                    |  |  |  |
| Small Firms                         | 174                                | 35.0                                     | 1,692                                  | 36.6   |
| Medium Size Firms                   | 37                                 | 61.7                                     | 2,302                                  | 60.1   |
| Large Firms                         | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| All Size Firms                      | 223                                | 39.2                                     | 7,249                                  | 61.9   |
| Subtotal of Small Firms             | 497                                | 100.0                                    | 4,622                                  | 100.0  |
| Subtotal of Medium Size Firms       | 60                                 | 100.0                                    | 3,828                                  | 100.0  |
| Subtotal of Large Firms             | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                  | 569                                | 100.0                                    | 11,705                                 | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                     | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                           |                                    |  |  |  |
| Small Firms                         | 157                                | 97.5                                     | 284                                    | 98.3   |
| Medium Size Firms                   | 17                                 | 40.5                                     | 84                                     | 48.0   |
| All Size Firms                      | 174                                | 83.3                                     | 368                                    | 72.9   |
| <b>YES, EMPLOYEE ONLY</b>           |                                    |  |  |  |
| Medium Size Firms                   | 6                                  | 14.3                                     | 13                                     | 7.4  |
| All Size Firms                      | 6                                  | 2.9                                      | 13                                     | 2.6  |
| <b>YES, EMPLOYEE and DEPENDENTS</b> |                                    |  |  |  |
| Small Firms                         | 4                                  | 2.5                                      | 5                                      | 1.7  |
| Medium Size Firms                   | 19                                 | 45.2                                     | 78                                     | 44.6   |
| Large Firms                         | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                      | 29                                 | 13.9                                     | 124                                    | 24.6   |
| Subtotal of Small Firms             | 161                                | 100.0                                    | 289                                    | 100.0  |
| Subtotal of Medium Size Firms       | 42                                 | 100.0                                    | 175                                    | 100.0  |
| Subtotal of Large Firms             | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                  | 209                                | 100.0                                    | 505                                    | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

## MINING

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

| Employee Category                        | Response                                       | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>SALARIED</b>                          | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Salaried Small Firms                           | 256                         | 100.0                             | 2,651                           | 100.0                                 |
|  | Salaried Medium Size Firms                     | 38                          | 100.0                             | 1,076                           | 100.0                                 |
|  | Salaried Large Firms                           | 4                           | 40.0                              | 308                             | 6.2                                   |
|  | Salaried All Size Firms                        | 298                         | 98.0                              | 4,035                           | 46.3                                  |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Salaried Large Firms                           | 6                           | 60.0                              | 4,677                           | 93.8                                  |
|  | Salaried All Size Firms                        | 6                           | 2.0                               | 4,677                           | 53.7                                  |
|  | Subtotal of Salaried Small Firms               | 256                         | 100.0                             | 2,651                           | 100.0                                 |
|  | Subtotal of Salaried Medium Size Firms         | 38                          | 100.0                             | 1,076                           | 100.0                                 |
| Subtotal of Salaried Large Firms         | 10   | 100.0                       | 4,985                             | 100.0                           |                                       |
|  | <b>Salaried Grand Total</b>                    | <b>304</b>                  | <b>100.0</b>                      | <b>8,712</b>                    | <b>100.0</b>                          |
| <b>FULL-TIME HOURLY</b>                  | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Full-time Hourly Small Firms                   | 174                         | 100.0                             | 1,692                           | 100.0                                 |
|  | Full-time Hourly Medium Size Firms             | 38                          | 100.0                             | 2,183                           | 100.0                                 |
|  | Full-time Hourly Large Firms                   | 6                           | 50.0                              | 2,154                           | 66.2                                  |
|  | Full-time Hourly All Size Firms                | 218                         | 97.3                              | 6,029                           | 84.6                                  |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Full-time Hourly Large Firms                   | 6                           | 50.0                              | 1,101                           | 33.8                                  |
|  | Full-time Hourly All Size Firms                | 6                           | 2.7                               | 1,101                           | 15.4                                  |
|  | Subtotal of Full-time Hourly Small Firms       | 174                         | 100.0                             | 1,692                           | 100.0                                 |
|  | Subtotal of Full-time Hourly Medium Size Firms | 38                          | 100.0                             | 2,183                           | 100.0                                 |
| Subtotal of Full-time Hourly Large Firms | 12   | 100.0                       | 3,255                             | 100.0                           |                                       |
|  | <b>Full-time Hourly Grand Total</b>            | <b>224</b>                  | <b>100.0</b>                      | <b>7,130</b>                    | <b>100.0</b>                          |
| <b>PART-TIME HOURLY</b>                  | <b>No</b>                                      |                             |                                   |                                 |                                       |
|  | Part-time Hourly Small Firms                   | 4                           | 100.0                             | 5                               | 100.0                                 |
|  | Part-time Hourly Medium Size Firms             | 21                          | 100.0                             | 79                              | 100.0                                 |
|  | Part-time Hourly Large Firms                   | 4                           | 66.7                              | 35                              | 85.4                                  |
|  | Part-time Hourly All Size Firms                | 29                          | 93.5                              | 119                             | 95.2                                  |
|  | <b>Yes</b>                                     |                             |                                   |                                 |                                       |
|  | Part-time Hourly Large Firms                   | 2                           | 33.3                              | 6                               | 14.6                                  |
|  | Part-time Hourly All Size Firms                | 2                           | 6.5                               | 6                               | 4.8                                   |
|  | Subtotal of Part-time Hourly Small Firms       | 4                           | 100.0                             | 5                               | 100.0                                 |
|  | Subtotal of Part-time Hourly Medium Size Firms | 21                          | 100.0                             | 79                              | 100.0                                 |
| Subtotal of Part-time Hourly Large Firms | 6  | 100.0                       | 41                                | 100.0                           |                                       |
|  | <b>Part-time Hourly Grand Total</b>            | <b>31</b>                   | <b>100.0</b>                      | <b>125</b>                      | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 23 mining firms, or 95.8% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Medium Size Firms             | 14                                 | 35.9                                     | 646                                    | 60.0   |
| Large Firms                   | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                | 16                                 | 5.2                                      | 736                                    | 8.4  |
| 1% to 25%                     |                                    |  |  |  |
| Small Firms                   | 37                                 | 14.5                                     | 412                                    | 15.5   |
| Large Firms                   | 2                                  | 20.0                                     | 218                                    | 4.4  |
| All Size Firms                | 39                                 | 12.8                                     | 630                                    | 7.2  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 1.6                                      | 12                                     | 0.5  |
| Medium Size Firms             | 6                                  | 15.4                                     | 190                                    | 17.6   |
| All Size Firms                | 10                                 | 3.3                                      | 202                                    | 2.3  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 14.5                                     | 227                                    | 8.6  |
| Medium Size Firms             | 11                                 | 28.2                                     | 135                                    | 12.5   |
| Large Firms                   | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| All Size Firms                | 50                                 | 16.4                                     | 4,518                                  | 51.9   |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 178                                | 69.5                                     | 1,999                                  | 75.4   |
| Medium Size Firms             | 2                                  | 5.1                                      | 30                                     | 2.8  |
| Large Firms                   | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms                | 184                                | 60.3                                     | 2,550                                  | 29.3   |
| 100%                          |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 15.4                                     | 76                                     | 7.1  |
| All Size Firms                | 6                                  | 2.0                                      | 76                                     | 0.9  |
| Subtotal of Small Firms       | 256                                | 100.0                                    | 2,650                                  | 100.0  |
| Subtotal of Medium Size Firms | 39                                 | 100.0                                    | 1,077                                  | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>            | <b>305</b>                         | <b>100.0</b>                             | <b>8,712</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 22 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Medium Size Firms             | 14                                 | 35.9                                     | 761                                    | 34.8   |
| Large Firms                   | 2                                  | 25.0                                     | 798                                    | 24.5   |
| All Size Firms                | 16                                 | 7.2                                      | 1,559                                  | 21.9   |
| 1% to 25%                     |                                    |  |  |  |
| Small Firms                   | 19                                 | 10.9                                     | 298                                    | 17.6   |
| Large Firms                   | 2                                  | 25.0                                     | 327                                    | 10.0   |
| All Size Firms                | 21                                 | 9.5                                      | 625                                    | 8.8  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 2.3                                      | 59                                     | 3.5  |
| Medium Size Firms             | 6                                  | 15.4                                     | 169                                    | 7.7  |
| All Size Firms                | 10                                 | 4.5                                      | 228                                    | 3.2  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 21.1                                     | 284                                    | 16.8   |
| Medium Size Firms             | 11                                 | 28.2                                     | 928                                    | 42.5   |
| Large Firms                   | 2                                  | 25.0                                     | 1,029                                  | 31.6   |
| All Size Firms                | 50                                 | 22.5                                     | 2,241                                  | 31.4   |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 67                                 | 38.3                                     | 981                                    | 58.0   |
| Medium Size Firms             | 2                                  | 5.1                                      | 73                                     | 3.3  |
| Large Firms                   | 2                                  | 25.0                                     | 1,101                                  | 33.8   |
| All Size Firms                | 71                                 | 32.0                                     | 2,155                                  | 30.2   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 48                                 | 27.4                                     | 70                                     | 4.1  |
| Medium Size Firms             | 6                                  | 15.4                                     | 253                                    | 11.6   |
| All Size Firms                | 54                                 | 24.3                                     | 323                                    | 4.5  |
| Subtotal of Small Firms       | 175                                | 100.0                                    | 1,692                                  | 100.0  |
| Subtotal of Medium Size Firms | 39                                 | 100.0                                    | 2,184                                  | 100.0  |
| Subtotal of Large Firms       | 8                                  | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | <b>222</b>                         | <b>100.0</b>                             | <b>7,131</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |       |
|-------------------------------|------------------------------------|--|--|--|-------|
| NONE                          | Large Firms                        | 2  | 33.3                                   | 6  | 14.6  |
|                               | All Size Firms                     | 2  | 9.1                                    | 6  | 7.1   |
| 26% to 50%                    | Small Firms                        | 4  | 100.0                                  | 5  | 100.0 |
|                               | All Size Firms                     | 4  | 18.2                                   | 5  | 6.0   |
| 51% to 75%                    | Medium Size Firms                  | 6  | 50.0                                   | 25   | 65.8  |
|                               | Large Firms                        | 2  | 33.3                                   | 29   | 70.7  |
|                               | All Size Firms                     | 8  | 36.4                                   | 54   | 64.3  |
| 76% to 99%                    | Large Firms                        | 2  | 33.3                                   | 6  | 14.6  |
|                               | All Size Firms                     | 2  | 9.1                                    | 6  | 7.1   |
| 100%                          | Medium Size Firms                  | 6  | 50.0                                   | 13   | 34.2  |
|                               | All Size Firms                     | 6  | 27.3                                   | 13   | 15.5  |
| Subtotal of Small Firms       | 4                                  | 100.0                                    | 5                                      | 100.0  |       |
| Subtotal of Medium Size Firms | 12                                 | 100.0                                    | 38                                     | 100.0  |       |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |       |
| <b>Grand Total</b>            | <b>22</b>                          | <b>100.0</b>                             | <b>84</b>                              | <b>100.0</b>                                 |       |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 6 mining firms, or 75.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 19                                 | 7.4                                      | 85                                     | 3.2  |
| Medium Size Firms             | 19                                 | 50.0                                     | 722                                    | 67.0   |
| Large Firms                   | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                | 40                                 | 13.1                                     | 897                                    | 10.3   |
| 1% to 25%                     |                                    |  |  |  |
| Small Firms                   | 37                                 | 14.4                                     | 412                                    | 15.5   |
| Large Firms                   | 2                                  | 20.0                                     | 218                                    | 4.4  |
| All Size Firms                | 39                                 | 12.8                                     | 630                                    | 7.2  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 1.6                                      | 12                                     | 0.5  |
| Medium Size Firms             | 6                                  | 15.8                                     | 190                                    | 17.6   |
| All Size Firms                | 10                                 | 3.3                                      | 202                                    | 2.3  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 14.4                                     | 227                                    | 8.6  |
| Medium Size Firms             | 11                                 | 28.9                                     | 135                                    | 12.5   |
| All Size Firms                | 48                                 | 15.7                                     | 362                                    | 4.2  |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 112                                | 43.6                                     | 1,844                                  | 69.6   |
| Medium Size Firms             | 2                                  | 5.3                                      | 30                                     | 2.8  |
| Large Firms                   | 6                                  | 60.0                                     | 4,677                                  | 93.8   |
| All Size Firms                | 120                                | 39.3                                     | 6,551                                  | 75.2   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 48                                 | 18.7                                     | 70                                     | 2.6  |
| All Size Firms                | 48                                 | 15.7                                     | 70                                     | 0.8  |
| Subtotal of Small Firms       | 257                                | 100.0                                    | 2,650                                  | 100.0  |
| Subtotal of Medium Size Firms | 38                                 | 100.0                                    | 1,077                                  | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>            | <b>305</b>                         | <b>100.0</b>                             | <b>8,712</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 22 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Small Firms                   | 19                                 | 10.9                                     | 71                                     | 4.2  |
| Medium Size Firms             | 19                                 | 50.0                                     | 1,014                                  | 46.4   |
| Large Firms                   | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms                | 40                                 | 17.8                                     | 1,883                                  | 26.4   |
| 1% to 25%                     |                                    |  |  |  |
| Small Firms                   | 19                                 | 10.9                                     | 298                                    | 17.6   |
| Large Firms                   | 2                                  | 16.7                                     | 327                                    | 10.0   |
| All Size Firms                | 21                                 | 9.3                                      | 625                                    | 8.8  |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 2.3                                      | 59                                     | 3.5  |
| Medium Size Firms             | 6                                  | 15.8                                     | 169                                    | 7.7  |
| All Size Firms                | 10                                 | 4.4                                      | 228                                    | 3.2  |
| 51% to 75%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 21.1                                     | 284                                    | 16.8   |
| Medium Size Firms             | 11                                 | 28.9                                     | 928                                    | 42.5   |
| Large Firms                   | 2                                  | 16.7                                     | 1,029                                  | 31.6   |
| All Size Firms                | 50                                 | 22.2                                     | 2,241                                  | 31.4   |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 48                                 | 27.4                                     | 910                                    | 53.8   |
| Medium Size Firms             | 2                                  | 5.3                                      | 73                                     | 3.3  |
| Large Firms                   | 6                                  | 50.0                                     | 1,101                                  | 33.8   |
| All Size Firms                | 56                                 | 24.9                                     | 2,084                                  | 29.2   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 48                                 | 27.4                                     | 70                                     | 4.1  |
| All Size Firms                | 48                                 | 21.3                                     | 70                                     | 1.0  |
| Subtotal of Small Firms       | 175                                | 100.0                                    | 1,692                                  | 100.0  |
| Subtotal of Medium Size Firms | 38                                 | 100.0                                    | 2,184                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | <b>225</b>                         | <b>100.0</b>                             | <b>7,131</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.



**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NONE                          |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 50.0                                     | 13                                     | 34.2   |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 8                                  | 36.4                                     | 19                                     | 22.6   |
| 26% to 50%                    |                                    |  |  |  |
| Small Firms                   | 4                                  | 100.0                                    | 5                                      | 100.0  |
| All Size Firms                | 4                                  | 18.2                                     | 5                                      | 6.0  |
| 51% to 75%                    |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 50.0                                     | 25                                     | 65.8   |
| Large Firms                   | 2                                  | 33.3                                     | 29                                     | 70.7   |
| All Size Firms                | 8                                  | 36.4                                     | 54                                     | 64.3   |
| 76% to 99%                    |                                    |  |  |  |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 2                                  | 9.1                                      | 6                                      | 7.1  |
| Subtotal of Small Firms       | 4                                  | 100.0                                    | 5                                      | 100.0  |
| Subtotal of Medium Size Firms | 12                                 | 100.0                                    | 38                                     | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | <b>22</b>                          | <b>100.0</b>                             | <b>84</b>                              | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 6 mining firms, or 75.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

# MINING

Salaried

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| <b>LONG TERM DISABILITY INSURANCE</b> |                                    |  |  |  |
| Small Firms                           | 130                                | 36.4                                     | 2,043                                  | 66.0   |
| Medium Size Firms                     | 29                                 | 58.0                                     | 973                                    | 79.0   |
| Large Firms                           | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                        | 161                                | 38.6                                     | 3,106                                  | 33.3   |
| <b>EMPLOYEE ASSISTANCE PROGRAM</b>    |                                    |  |  |  |
| Small Firms                           | 19                                 | 5.3                                      | 199                                    | 6.4  |
| Medium Size Firms                     | 2                                  | 4.0                                      | 32                                     | 2.6  |
| Large Firms                           | 4                                  | 40.0                                     | 4,374                                  | 87.7   |
| All Size Firms                        | 25                                 | 6.0                                      | 4,605                                  | 49.4   |
| <b>WELLNESS PROGRAM</b>               |                                    |  |  |  |
| Small Firms                           | 48                                 | 13.4                                     | 595                                    | 19.2   |
| Large Firms                           | 6                                  | 60.0                                     | 4,677                                  | 93.8   |
| All Size Firms                        | 54                                 | 12.9                                     | 5,272                                  | 56.6   |
| <b>VISION CARE PROGRAM</b>            |                                    |  |  |  |
| Small Firms                           | 78                                 | 21.8                                     | 687                                    | 22.2   |
| Medium Size Firms                     | 24                                 | 48.0                                     | 783                                    | 63.6   |
| Large Firms                           | 4                                  | 40.0                                     | 4,246                                  | 85.2   |
| All Size Firms                        | 106                                | 25.4                                     | 5,716                                  | 61.4   |
| <b>PRESCRIPTION DRUG PLAN</b>         |                                    |  |  |  |
| Small Firms                           | 242                                | 67.8                                     | 2,726                                  | 88.0   |
| Medium Size Firms                     | 33                                 | 66.0                                     | 1,000                                  | 81.2   |
| Large Firms                           | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms                        | 285                                | 68.3                                     | 8,711                                  | 93.5   |
| <b>MENTAL HEALTH RIDER</b>            |                                    |  |  |  |
| Small Firms                           | 85                                 | 23.8                                     | 879                                    | 28.4   |
| Large Firms                           | 8                                  | 80.0                                     | 4,768                                  | 95.6   |
| All Size Firms                        | 93                                 | 22.3                                     | 5,647                                  | 60.6   |
| <b>LIFE INSURANCE</b>                 |                                    |  |  |  |
| Small Firms                           | 357                                | 100.0                                    | 3,097                                  | 100.0  |
| Medium Size Firms                     | 50                                 | 100.0                                    | 1,232                                  | 100.0  |
| Large Firms                           | 8                                  | 80.0                                     | 4,768                                  | 95.6   |
| All Size Firms                        | 415                                | 99.5                                     | 9,097                                  | 97.7   |
| <b>ACCIDENTAL DEATH INSURANCE</b>     |                                    |  |  |  |
| Small Firms                           | 283                                | 79.3                                     | 2,882                                  | 93.1   |
| Medium Size Firms                     | 33                                 | 66.0                                     | 1,042                                  | 84.6   |
| Large Firms                           | 8                                  | 80.0                                     | 4,768                                  | 95.6   |
| All Size Firms                        | 324                                | 77.7                                     | 8,692                                  | 93.3   |

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

| <b>Response</b>                 | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------|------------------------------------|--|--|--|
| <b>DEPENDENT LIFE INSURANCE</b> |                                    |  |  |  |
| Small Firms                     | 37                                 | 10.4                                     | 327                                    | 10.6   |
| Medium Size Firms               | 14                                 | 28.0                                     | 414                                    | 33.6   |
| Large Firms                     | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms                  | 55                                 | 13.2                                     | 1,262                                  | 13.5   |
| <b>OTHER (please name)</b>      |                                    |  |  |  |
| Large Firms                     | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                  | 2                                  | 0.5                                      | 90                                     | 1.0  |
| Subtotal of Small Firms         | 357                                | 100.0                                    | 3,097                                  | 100.0  |
| Subtotal of Medium Size Firms   | 50                                 | 100.0                                    | 1,232                                  | 100.0  |
| Subtotal of Large Firms         | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>              | 417                                | 100.0                                    | 9,314                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 28 firms, or 84.4% of the mining firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

# MINING

## Full-time Hourly

**TABLE 35E: Additional Medical/health Benefits Offered for Oklahoma Mining 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| <b>LONG TERM DISABILITY INSURANCE</b> |                             |                                   |                                 |                                       |
| Small Firms                           | 67                          | 22.0                              | 1,052                           | 39.0                                  |
| Medium Size Firms                     | 21                          | 39.6                              | 1,479                           | 49.7                                  |
| Large Firms                           | 2                           | 16.7                              | 1,029                           | 31.6                                  |
| All Size Firms                        | 90                          | 24.4                              | 3,560                           | 39.9                                  |
| <b>EMPLOYEE ASSISTANCE PROGRAM</b>    |                             |                                   |                                 |                                       |
| Small Firms                           | 19                          | 6.3                               | 142                             | 5.3                                   |
| Medium Size Firms                     | 6                           | 11.3                              | 461                             | 15.5                                  |
| Large Firms                           | 6                           | 50.0                              | 1,933                           | 59.4                                  |
| All Size Firms                        | 31                          | 8.4                               | 2,536                           | 28.4                                  |
| <b>WELLNESS PROGRAM</b>               |                             |                                   |                                 |                                       |
| Small Firms                           | 48                          | 15.8                              | 910                             | 33.7                                  |
| Medium Size Firms                     | 4                           | 7.5                               | 372                             | 12.5                                  |
| Large Firms                           | 8                           | 66.7                              | 2,130                           | 65.4                                  |
| All Size Firms                        | 60                          | 16.3                              | 3,412                           | 38.2                                  |
| <b>VISION CARE PROGRAM</b>            |                             |                                   |                                 |                                       |
| Small Firms                           | 59                          | 19.4                              | 541                             | 20.1                                  |
| Medium Size Firms                     | 25                          | 47.2                              | 1,808                           | 60.8                                  |
| Large Firms                           | 6                           | 50.0                              | 2,403                           | 73.8                                  |
| All Size Firms                        | 90                          | 24.4                              | 4,752                           | 53.2                                  |
| <b>PRESCRIPTION DRUG PLAN</b>         |                             |                                   |                                 |                                       |
| Small Firms                           | 189                         | 62.2                              | 2,036                           | 75.5                                  |
| Medium Size Firms                     | 37                          | 69.8                              | 1,969                           | 66.2                                  |
| Large Firms                           | 12                          | 100.0                             | 3,255                           | 100.0                                 |
| All Size Firms                        | 238                         | 64.5                              | 7,260                           | 81.3                                  |
| <b>MENTAL HEALTH RIDER</b>            |                             |                                   |                                 |                                       |
| Small Firms                           | 85                          | 28.0                              | 1,123                           | 41.6                                  |
| Large Firms                           | 8                           | 66.7                              | 1,899                           | 58.3                                  |
| All Size Firms                        | 93                          | 25.2                              | 3,022                           | 33.8                                  |
| <b>LIFE INSURANCE</b>                 |                             |                                   |                                 |                                       |
| Small Firms                           | 304                         | 100.0                             | 2,698                           | 100.0                                 |
| Medium Size Firms                     | 51                          | 96.2                              | 2,887                           | 97.0                                  |
| Large Firms                           | 10                          | 83.3                              | 2,928                           | 90.0                                  |
| All Size Firms                        | 365                         | 98.9                              | 8,513                           | 95.3                                  |
| <b>ACCIDENTAL DEATH INSURANCE</b>     |                             |                                   |                                 |                                       |
| Small Firms                           | 201                         | 66.1                              | 2,365                           | 87.7                                  |
| Medium Size Firms                     | 32                          | 60.4                              | 1,794                           | 60.3                                  |
| Large Firms                           | 10                          | 83.3                              | 2,928                           | 90.0                                  |
| All Size Firms                        | 243                         | 65.9                              | 7,087                           | 79.4                                  |

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

| <b>Response</b>                                      | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE                             |                                    |  |  |  |
| Small Firms  | 19                                 | 6.3                                      | 142                                    | 5.3  |
| Medium Size Firms                                    | 14                                 | 26.4                                     | 750                                    | 25.2   |
| Large Firms  | 6                                  | 50.0                                     | 1,554                                  | 47.7   |
| All Size Firms                                       | 39                                 | 10.6                                     | 2,446                                  | 27.4   |
| LONG-TERM NURSING HOME/<br>ASSISTED LIVING CARE PLAN |                                    |  |  |  |
| Medium Size Firms                                    | 4                                  | 7.5                                      | 372                                    | 12.5   |
| All Size Firms                                       | 4                                  | 1.1                                      | 372                                    | 4.2  |
| OTHER (please name)                                  |                                    |  |  |  |
| Large Firms  | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms                                       | 2                                  | 0.5                                      | 798                                    | 8.9  |
| Subtotal of Small Firms                              | 304                                | 100.0                                    | 2,698                                  | 100.0  |
| Subtotal of Medium Size Firms                        | 53                                 | 100.0                                    | 2,976                                  | 100.0  |
| Subtotal of Large Firms                              | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                                   | 369                                | 100.0                                    | 8,929                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 81.8% of the mining 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.

# MINING

## Part-time Hourly

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

| <b>Response</b>                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---------------------------------------|------------------------------------|--|--|--|
| <b>LONG TERM DISABILITY INSURANCE</b> |                                    |  |  |  |
| Medium Size Firms                     | 13                                 | 38.2                                     | 39                                     | 35.5   |
| Large Firms                           | 2                                  | 33.3                                     | 29                                     | 70.7   |
| All Size Firms                        | 15                                 | 16.9                                     | 68                                     | 26.2   |
| <b>EMPLOYEE ASSISTANCE PROGRAM</b>    |                                    |  |  |  |
| Medium Size Firms                     | 4                                  | 11.8                                     | 11                                     | 10.0   |
| Large Firms                           | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                        | 8                                  | 9.0                                      | 46                                     | 17.7   |
| <b>WELLNESS PROGRAM</b>               |                                    |  |  |  |
| Medium Size Firms                     | 4                                  | 11.8                                     | 11                                     | 10.0   |
| Large Firms                           | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                        | 8                                  | 9.0                                      | 46                                     | 17.7   |
| <b>VISION CARE PROGRAM</b>            |                                    |  |  |  |
| Medium Size Firms                     | 23                                 | 67.6                                     | 80                                     | 72.7   |
| Large Firms                           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                        | 29                                 | 32.6                                     | 121                                    | 46.5   |
| <b>PRESCRIPTION DRUG PLAN</b>         |                                    |  |  |  |
| Medium Size Firms                     | 23                                 | 67.6                                     | 68                                     | 61.8   |
| Large Firms                           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                        | 29                                 | 32.6                                     | 109                                    | 41.9   |
| <b>MENTAL HEALTH RIDER</b>            |                                    |  |  |  |
| Large Firms                           | 4                                  | 66.7                                     | 12                                     | 29.3   |
| All Size Firms                        | 4                                  | 4.5                                      | 12                                     | 4.6  |
| <b>LIFE INSURANCE</b>                 |                                    |  |  |  |
| Small Firms                           | 49                                 | 100.0                                    | 109                                    | 100.0  |
| Medium Size Firms                     | 34                                 | 100.0                                    | 110                                    | 100.0  |
| Large Firms                           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                        | 89                                 | 100.0                                    | 260                                    | 100.0  |
| <b>ACCIDENTAL DEATH INSURANCE</b>     |                                    |  |  |  |
| Small Firms                           | 45                                 | 91.8                                     | 104                                    | 95.4   |
| Medium Size Firms                     | 14                                 | 41.2                                     | 44                                     | 40.0   |
| Large Firms                           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                        | 65                                 | 73.0                                     | 189                                    | 72.7   |

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

| <b>Response</b>  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>DEPENDENT LIFE INSURANCE</b>                              |                                    |  |  |  |
| Medium Size Firms  | 10                                 | 29.4                                     | 41                                     | 37.3   |
| Large Firms  | 2                                  | 33.3                                     | 29                                     | 70.7   |
| All Size Firms   | 12                                 | 13.5                                     | 70                                     | 26.9   |
| <b>LONG-TERM NURSING HOME/<br/>ASSISTED LIVING CARE PLAN</b> |                                    |  |  |  |
| Medium Size Firms  | 4                                  | 11.8                                     | 11                                     | 10.0   |
| All Size Firms   | 4                                  | 4.5                                      | 11                                     | 4.2  |
| <b>OTHER (please name)</b>                                   |                                    |  |  |  |
| Large Firms  | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms   | 2                                  | 2.2                                      | 6                                      | 2.3  |
| Subtotal of Small Firms                                      | 49                                 | 100.0                                    | 109                                    | 100.0  |
| Subtotal of Medium Size Firms                                | 34                                 | 100.0                                    | 110                                    | 100.0  |
| Subtotal of Large Firms                                      | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>   | <b>89</b>                          | <b>100.0</b>                             | <b>260</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 50.0% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b> |                                    |  |  |  |
| Small Firms   | 48                                 | 10.6                                     | 210                                    | 6.2  |
| All Size Firms  | 48                                 | 9.3                                      | 210                                    | 2.2  |
| <b>NO WAITING PERIOD REQUIRED</b>                       |                                    |  |  |  |
| Small Firms   | 67                                 | 14.8                                     | 623                                    | 18.4   |
| Medium Size Firms                                       | 10                                 | 18.2                                     | 99                                     | 7.6  |
| Large Firms   | 4                                  | 40.0                                     | 4,374                                  | 87.7   |
| All Size Firms  | 81                                 | 15.6                                     | 5,096                                  | 52.7   |
| <b>YES, 30 DAYS OR LESS</b>                             |                                    |  |  |  |
| Small Firms   | 89                                 | 19.6                                     | 331                                    | 9.8  |
| Medium Size Firms                                       | 10                                 | 18.2                                     | 387                                    | 29.6   |
| Large Firms   | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms  | 103                                | 19.9                                     | 1,239                                  | 12.8   |
| <b>31 to 60 DAYS</b>                                    |                                    |  |  |  |
| Small Firms   | 89                                 | 19.6                                     | 608                                    | 18.0   |
| Medium Size Firms                                       | 9                                  | 16.4                                     | 449                                    | 34.3   |
| All Size Firms  | 98                                 | 18.9                                     | 1,057                                  | 10.9   |
| <b>61 to 90 DAYS</b>                                    |                                    |  |  |  |
| Small Firms   | 112                                | 24.7                                     | 1,536                                  | 45.5   |
| Medium Size Firms                                       | 15                                 | 27.3                                     | 221                                    | 16.9   |
| Large Firms   | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms  | 129                                | 24.9                                     | 1,847                                  | 19.1   |
| <b>MORE THAN 90 DAYS</b>                                |                                    |  |  |  |
| Small Firms   | 48                                 | 10.6                                     | 70                                     | 2.1  |
| Medium Size Firms                                       | 11                                 | 20.0                                     | 152                                    | 11.6   |
| All Size Firms  | 59                                 | 11.4                                     | 222                                    | 2.3  |
| Subtotal of Small Firms                                 | 453                                | 100.0                                    | 3,378                                  | 100.0  |
| Subtotal of Medium Size Firms                           | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms                                 | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                                      | <b>518</b>                         | <b>100.0</b>                             | <b>9,671</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 31 firms, or 93.9% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.



**MINING**  
Full-time Hourly

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

| <b>Response</b>   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b> |                                    |  |  |  |
| Small Firms   | 96                                 | 19.3                                     | 770                                    | 16.7   |
| All Size Firms  | 96                                 | 16.9                                     | 770                                    | 6.6  |
| <b>NO WAITING PERIOD REQUIRED</b>                       |                                    |  |  |  |
| Small Firms   | 115                                | 23.1                                     | 1,227                                  | 26.5   |
| Medium Size Firms                                       | 8                                  | 13.6                                     | 271                                    | 7.1  |
| Large Firms   | 6                                  | 50.0                                     | 1,933                                  | 59.4   |
| All Size Firms  | 129                                | 22.7                                     | 3,431                                  | 29.3   |
| <b>YES, 30 DAYS OR LESS</b>                             |                                    |  |  |  |
| Small Firms   | 4                                  | 0.8                                      | 29                                     | 0.6  |
| Medium Size Firms                                       | 12                                 | 20.3                                     | 570                                    | 14.9   |
| Large Firms   | 4                                  | 33.3                                     | 525                                    | 16.1   |
| All Size Firms  | 20                                 | 3.5                                      | 1,124                                  | 9.6  |
| <b>31 to 60 DAYS</b>                                    |                                    |  |  |  |
| Small Firms   | 152                                | 30.6                                     | 1,386                                  | 30.0   |
| Medium Size Firms                                       | 9                                  | 15.3                                     | 432                                    | 11.3   |
| All Size Firms  | 161                                | 28.3                                     | 1,818                                  | 15.5   |
| <b>61 to 90 DAYS</b>                                    |                                    |  |  |  |
| Small Firms   | 82                                 | 16.5                                     | 860                                    | 18.6   |
| Medium Size Firms                                       | 19                                 | 32.2                                     | 1,716                                  | 44.8   |
| Large Firms   | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms  | 103                                | 18.1                                     | 3,374                                  | 28.8   |
| <b>MORE THAN 90 DAYS</b>                                |                                    |  |  |  |
| Small Firms   | 48                                 | 9.7                                      | 350                                    | 7.6  |
| Medium Size Firms                                       | 11                                 | 18.6                                     | 839                                    | 21.9   |
| All Size Firms  | 59                                 | 10.4                                     | 1,189                                  | 10.2   |
| Subtotal of Small Firms                                 | 497                                | 100.0                                    | 4,622                                  | 100.0  |
| Subtotal of Medium Size Firms                           | 59                                 | 100.0                                    | 3,828                                  | 100.0  |
| Subtotal of Large Firms                                 | 12                                 | 100.0                                    | 3,256                                  | 100.0  |
| <b>Grand Total</b>                                      | <b>568</b>                         | <b>100.0</b>                             | <b>11,706</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b> |                                    |  |  |  |
| Small Firms   | 19                                 | 27.9                                     | 14                                     | 11.4   |
| Medium Size Firms                                       | 6                                  | 14.0                                     | 25                                     | 15.2   |
| All Size Firms  | 25                                 | 21.4                                     | 39                                     | 11.9   |
| <b>NO WAITING PERIOD REQUIRED</b>                       |                                    |  |  |  |
| Medium Size Firms                                       | 6                                  | 14.0                                     | 17                                     | 10.3   |
| Large Firms   | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms  | 10                                 | 8.5                                      | 52                                     | 15.8   |
| <b>YES, 30 DAYS OR LESS</b>                             |                                    |  |  |  |
| Medium Size Firms                                       | 10                                 | 23.3                                     | 41                                     | 24.8   |
| All Size Firms  | 10                                 | 8.5                                      | 41                                     | 12.5   |
| <b>31 to 60 DAYS</b>                                    |                                    |  |  |  |
| Medium Size Firms                                       | 4                                  | 9.3                                      | 2                                      | 1.2  |
| All Size Firms  | 4                                  | 3.4                                      | 2                                      | 0.6  |
| <b>61 to 90 DAYS</b>                                    |                                    |  |  |  |
| Small Firms   | 49                                 | 72.1                                     | 109                                    | 88.6   |
| Medium Size Firms                                       | 6                                  | 14.0                                     | 42                                     | 25.5   |
| Large Firms   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms  | 57                                 | 48.7                                     | 157                                    | 47.7   |
| <b>MORE THAN 90 DAYS</b>                                |                                    |  |  |  |
| Medium Size Firms                                       | 11                                 | 25.6                                     | 38                                     | 23.0   |
| All Size Firms  | 11                                 | 9.4                                      | 38                                     | 11.6   |
| Subtotal of Small Firms                                 | 68                                 | 100.0                                    | 123                                    | 100.0  |
| Subtotal of Medium Size Firms                           | 43                                 | 100.0                                    | 165                                    | 100.0  |
| Subtotal of Large Firms                                 | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                                      | 117                                | 100.0                                    | 329                                    | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 59.1% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
**Salary**

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

| <b>Response</b>                   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-----------------------------------|------------------------------------|--|--|--|
| <b>NO RETIREMENT PLAN OFFERED</b> |                                    |  |  |  |
| Small Firms                       | 205                                | 41.2                                     | 647                                    | 18.6   |
| Medium Size Firms                 | 6                                  | 10.9                                     | 76                                     | 5.8  |
| Large Firms                       | 4                                  | 40.0                                     | 521                                    | 10.5   |
| All Size Firms                    | 215                                | 38.2                                     | 1,244                                  | 12.7   |
| <b>DEFINED BENEFIT PLAN</b>       |                                    |  |  |  |
| Small Firms                       | 85                                 | 17.1                                     | 822                                    | 23.6   |
| Medium Size Firms                 | 4                                  | 7.3                                      | 61                                     | 4.7  |
| Large Firms                       | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| All Size Firms                    | 91                                 | 16.2                                     | 5,039                                  | 51.5   |
| <b>DEFINED CONTRIBUTION PLAN</b>  |                                    |  |  |  |
| Small Firms                       | 241                                | 48.4                                     | 2,753                                  | 79.1   |
| Medium Size Firms                 | 50                                 | 90.9                                     | 1,232                                  | 94.2   |
| Large Firms                       | 6                                  | 60.0                                     | 4,464                                  | 89.5   |
| All Size Firms                    | 297                                | 52.8                                     | 8,449                                  | 86.4   |
| <b>PROFIT SHARING</b>             |                                    |  |  |  |
| Small Firms                       | 101                                | 20.3                                     | 1,378                                  | 39.6   |
| All Size Firms                    | 101                                | 17.9                                     | 1,378                                  | 14.1   |
| <b>OTHER (please name)</b>        |                                    |  |  |  |
| Large Firms                       | 2                                  | 20.0                                     | 218                                    | 4.4  |
| All Size Firms                    | 2                                  | 0.4                                      | 218                                    | 2.2  |
| Subtotal of Small Firms           | 498                                | 100.0                                    | 3,482                                  | 100.0  |
| Subtotal of Medium Size Firms     | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms           | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                | 563                                | 100.0                                    | 9,775                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 32 firms, or 97.0% of the mining 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.

**MINING**  
Full-time Hourly

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

| <b>Response</b>                   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-----------------------------------|------------------------------------|--|--|--|
| <b>NO RETIREMENT PLAN OFFERED</b> |                                    |  |  |  |
| Small Firms                       | 189                                | 42.1                                     | 1,616                                  | 38.5   |
| Medium Size Firms                 | 6                                  | 10.2                                     | 851                                    | 22.2   |
| Large Firms                       | 4                                  | 33.3                                     | 525                                    | 16.1   |
| All Size Firms                    | 199                                | 38.3                                     | 2,992                                  | 26.5   |
| <b>DEFINED BENEFIT PLAN</b>       |                                    |  |  |  |
| Small Firms                       | 85                                 | 18.9                                     | 1,194                                  | 28.4   |
| Medium Size Firms                 | 4                                  | 6.8                                      | 162                                    | 4.2  |
| Large Firms                       | 4                                  | 33.3                                     | 1,605                                  | 49.3   |
| All Size Firms                    | 93                                 | 17.9                                     | 2,961                                  | 26.2   |
| <b>DEFINED CONTRIBUTION PLAN</b>  |                                    |  |  |  |
| Small Firms                       | 207                                | 46.1                                     | 2,034                                  | 48.4   |
| Medium Size Firms                 | 51                                 | 86.4                                     | 2,887                                  | 75.4   |
| Large Firms                       | 8                                  | 66.7                                     | 2,730                                  | 83.9   |
| All Size Firms                    | 266                                | 51.2                                     | 7,651                                  | 67.8   |
| <b>PROFIT SHARING</b>             |                                    |  |  |  |
| Small Firms                       | 56                                 | 12.5                                     | 582                                    | 13.9   |
| All Size Firms                    | 56                                 | 10.8                                     | 582                                    | 5.2  |
| <b>OTHER (please name)</b>        |                                    |  |  |  |
| Large Firms                       | 2                                  | 16.7                                     | 327                                    | 10.0   |
| All Size Firms                    | 2                                  | 0.4                                      | 327                                    | 2.9  |
| Subtotal of Small Firms           | 449                                | 100.0                                    | 4,202                                  | 100.0  |
| Subtotal of Medium Size Firms     | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Subtotal of Large Firms           | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                | 520                                | 100.0                                    | 11,284                                 | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 31 firms, or 93.9% of the mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                   | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-----------------------------------|------------------------------------|--|--|--|
| <b>NO RETIREMENT PLAN OFFERED</b> |                                    |  |  |  |
| Small Firms                       | 138                                | 86.3                                     | 270                                    | 93.4   |
| Medium Size Firms                 | 11                                 | 34.4                                     | 67                                     | 50.4   |
| All Size Firms                    | 149                                | 75.3                                     | 337                                    | 72.8   |
| <b>DEFINED BENEFIT PLAN</b>       |                                    |  |  |  |
| Large Firms                       | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                    | 4                                  | 2.0                                      | 35                                     | 7.6  |
| <b>DEFINED CONTRIBUTION PLAN</b>  |                                    |  |  |  |
| Small Firms                       | 22                                 | 13.8                                     | 19                                     | 6.6  |
| Medium Size Firms                 | 21                                 | 65.6                                     | 66                                     | 49.6   |
| Large Firms                       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                    | 49                                 | 24.7                                     | 126                                    | 27.2   |
| Subtotal of Small Firms           | 160                                | 100.0                                    | 289                                    | 100.0  |
| Subtotal of Medium Size Firms     | 32                                 | 100.0                                    | 133                                    | 100.0  |
| Subtotal of Large Firms           | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                | 198                                | 100.0                                    | 463                                    | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 14 firms, or 63.6% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>                                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>EMPLOYEE ONLY</b>                                  |                                    |  |  |  |
| Small Firms   | 4                                  | 1.9                                      | 12                                     | 0.7  |
| All Size Firms  | 4                                  | 1.5                                      | 12                                     | 0.2  |
| <b>EMPLOYER ONLY</b>                                  |                                    |  |  |  |
| Small Firms   | 19                                 | 8.8                                      | 28                                     | 1.7  |
| Medium Size Firms                                     | 2                                  | 4.0                                      | 30                                     | 2.4  |
| Large Firms   | 2                                  | 33.3                                     | 218                                    | 4.9  |
| All Size Firms  | 23                                 | 8.5                                      | 276                                    | 3.8  |
| <b>EMPLOYER AND EMPLOYEE EACH<br/>CONTRIBUTE HALF</b> |                                    |  |  |  |
| Small Firms   | 67                                 | 31.0                                     | 794                                    | 47.8   |
| Medium Size Firms                                     | 11                                 | 22.0                                     | 194                                    | 15.7   |
| All Size Firms  | 78                                 | 28.7                                     | 988                                    | 13.4   |
| <b>EMPLOYER CONTRIBUTES THE<br/>LARGER SHARE</b>      |                                    |  |  |  |
| Medium Size Firms                                     | 6                                  | 12.0                                     | 190                                    | 15.4   |
| Large Firms   | 2                                  | 33.3                                     | 4,156                                  | 93.1   |
| All Size Firms  | 8                                  | 2.9                                      | 4,346                                  | 59.1   |
| <b>EMPLOYEE CONTRIBUTES THE<br/>LARGER SHARE</b>      |                                    |  |  |  |
| Small Firms   | 126                                | 58.3                                     | 826                                    | 49.8   |
| Medium Size Firms                                     | 31                                 | 62.0                                     | 819                                    | 66.4   |
| Large Firms   | 2                                  | 33.3                                     | 90                                     | 2.0  |
| All Size Firms  | 159                                | 58.5                                     | 1,735                                  | 23.6   |
| Subtotal of Small Firms                               | 216                                | 100.0                                    | 1,660                                  | 100.0  |
| Subtotal of Medium Size Firms                         | 50                                 | 100.0                                    | 1,233                                  | 100.0  |
| Subtotal of Large Firms                               | 6                                  | 100.0                                    | 4,464                                  | 100.0  |
| <b>Grand Total</b>                                    | <b>272</b>                         | <b>100.0</b>                             | <b>7,357</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 23 mining firms, or 88.5% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>                                       | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>EMPLOYEE ONLY</b>                                  |                                    |  |  |  |
| Small Firms   | 4                                  | 1.8                                      | 59                                     | 2.7  |
| All Size Firms  | 4                                  | 1.4                                      | 59                                     | 0.7  |
| <b>EMPLOYER ONLY</b>                                  |                                    |  |  |  |
| Small Firms   | 19                                 | 8.4                                      | 142                                    | 6.5  |
| Medium Size Firms                                     | 2                                  | 3.7                                      | 73                                     | 2.5  |
| Large Firms   | 4                                  | 50.0                                     | 1,356                                  | 49.7   |
| All Size Firms  | 25                                 | 8.7                                      | 1,571                                  | 19.9   |
| <b>EMPLOYER AND EMPLOYEE EACH<br/>CONTRIBUTE HALF</b> |                                    |  |  |  |
| Small Firms   | 67                                 | 29.5                                     | 1,052                                  | 48.3   |
| Medium Size Firms                                     | 15                                 | 27.8                                     | 1,198                                  | 40.2   |
| All Size Firms  | 82                                 | 28.4                                     | 2,250                                  | 28.5   |
| <b>EMPLOYER CONTRIBUTES THE<br/>LARGER SHARE</b>      |                                    |  |  |  |
| Medium Size Firms                                     | 6                                  | 11.1                                     | 169                                    | 5.7  |
| Large Firms   | 2                                  | 25.0                                     | 576                                    | 21.1   |
| All Size Firms  | 8                                  | 2.8                                      | 745                                    | 9.4  |
| <b>EMPLOYEE CONTRIBUTES THE<br/>LARGER SHARE</b>      |                                    |  |  |  |
| Small Firms   | 137                                | 60.4                                     | 924                                    | 42.4   |
| Medium Size Firms                                     | 31                                 | 57.4                                     | 1,537                                  | 51.6   |
| Large Firms   | 2                                  | 25.0                                     | 798                                    | 29.2   |
| All Size Firms  | 170                                | 58.8                                     | 3,259                                  | 41.3   |
| Subtotal of Small Firms                               | 227                                | 100.0                                    | 2,177                                  | 100.0  |
| Subtotal of Medium Size Firms                         | 54                                 | 100.0                                    | 2,977                                  | 100.0  |
| Subtotal of Large Firms                               | 8                                  | 100.0                                    | 2,730                                  | 100.0  |
| <b>Grand Total</b>                                    | 289                                | 100.0                                    | 7,884                                  | 100.0  |

\*Note: 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. Mining 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. 24 mining firms, or 88.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY                                 |                                    |  |  |  |
| Small Firms                                   | 4                                  | 100.0                                    | 5                                      | 100.0  |
| All Size Firms                                | 4                                  | 11.8                                     | 5                                      | 4.3  |
| EMPLOYER ONLY                                 |                                    |  |  |  |
| Large Firms                                   | 2                                  | 33.3                                     | 29                                     | 70.7   |
| All Size Firms                                | 2                                  | 5.9                                      | 29                                     | 25.2   |
| EMPLOYER AND EMPLOYEE EACH<br>CONTRIBUTE HALF |                                    |  |  |  |
| Medium Size Firms                             | 9                                  | 37.5                                     | 37                                     | 53.6   |
| All Size Firms                                | 9                                  | 26.5                                     | 37                                     | 32.2   |
| EMPLOYER CONTRIBUTES THE<br>LARGER SHARE      |                                    |  |  |  |
| Large Firms                                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                                | 2                                  | 5.9                                      | 6                                      | 5.2  |
| EMPLOYEE CONTRIBUTES THE<br>LARGER SHARE      |                                    |  |  |  |
| Medium Size Firms                             | 15                                 | 62.5                                     | 32                                     | 46.4   |
| Large Firms                                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                                | 17                                 | 50.0                                     | 38                                     | 33.0   |
| Subtotal of Small Firms                       | 4                                  | 100.0                                    | 5                                      | 100.0  |
| Subtotal of Medium Size Firms                 | 24                                 | 100.0                                    | 69                                     | 100.0  |
| Subtotal of Large Firms                       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                            | <b>34</b>                          | <b>100.0</b>                             | <b>115</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 9 mining firms, or 52.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.



**MINING**  
**Salary**

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

| <b>Response</b>  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>NO ASSISTANCE OFFERED</b>                             |                                    |  |  |  |
| Small Firms  | 305                                | 61.2                                     | 1,995                                  | 57.3   |
| Medium Size Firms  | 26                                 | 47.3                                     | 335                                    | 25.6   |
| All Size Firms   | 331                                | 58.8                                     | 2,330                                  | 23.8   |
| <b>YES, BASED ON SENIORITY/<br/>YEARS OF SERVICE</b>     |                                    |  |  |  |
| Medium Size Firms  | 6                                  | 10.9                                     | 76                                     | 5.8  |
| All Size Firms   | 6                                  | 1.1                                      | 76                                     | 0.8  |
| <b>YES, BASED ON COURSE GRADE</b>                        |                                    |  |  |  |
| Small Firms  | 85                                 | 17.1                                     | 808                                    | 23.2   |
| Medium Size Firms  | 4                                  | 7.3                                      | 259                                    | 19.8   |
| Large Firms  | 6                                  | 60.0                                     | 4,677                                  | 93.8   |
| All Size Firms   | 95                                 | 16.9                                     | 5,744                                  | 58.8   |
| <b>YES, MUST BE JOB RELATED</b>                          |                                    |  |  |  |
| Small Firms  | 145                                | 29.1                                     | 892                                    | 25.6   |
| Medium Size Firms  | 18                                 | 32.7                                     | 708                                    | 54.1   |
| Large Firms  | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| All Size Firms   | 173                                | 30.7                                     | 6,585                                  | 67.4   |
| <b>YES, AS LONG AS THE INSTITUTION<br/>IS ACCREDITED</b> |                                    |  |  |  |
| Small Firms  | 67                                 | 13.5                                     | 680                                    | 19.5   |
| Medium Size Firms  | 9                                  | 16.4                                     | 449                                    | 34.3   |
| Large Firms  | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| All Size Firms   | 84                                 | 14.9                                     | 6,024                                  | 61.6   |
| <b>YES, DEPENDING ON EMPLOYEE'S<br/>WORK PERFORMANCE</b> |                                    |  |  |  |
| Small Firms  | 19                                 | 3.8                                      | 128                                    | 3.7  |
| All Size Firms   | 19                                 | 3.4                                      | 128                                    | 1.3  |
| Subtotal of Small Firms                                  | 498                                | 100.0                                    | 3,482                                  | 100.0  |
| Subtotal of Medium Size Firms                            | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms                                  | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                                       | <b>563</b>                         | <b>100.0</b>                             | <b>9,775</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 32 firms, or 97.0% of the mining 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.

**MINING**  
Full-time Hourly

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

| <b>Response</b>  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>NO ASSISTANCE OFFERED</b>                             |                                    |  |  |  |
| Small Firms  | 641                                | 129.0                                    | 2,648                                  | 57.3   |
| Medium Size Firms  | 26                                 | 53.1                                     | 1,778                                  | 53.4   |
| All Size Firms   | 667                                | 119.5                                    | 4,426                                  | 39.5   |
| <b>YES, BASED ON SENIORITY/<br/>YEARS OF SERVICE</b>     |                                    |  |  |  |
| Medium Size Firms  | 6                                  | 12.2                                     | 586                                    | 17.6   |
| All Size Firms   | 6                                  | 1.1                                      | 586                                    | 5.2  |
| <b>YES, BASED ON COURSE GRADE</b>                        |                                    |  |  |  |
| Small Firms  | 67                                 | 13.5                                     | 981                                    | 21.2   |
| Medium Size Firms  | 4                                  | 8.2                                      | 264                                    | 7.9  |
| Large Firms  | 8                                  | 66.7                                     | 2,130                                  | 65.4   |
| All Size Firms   | 79                                 | 14.2                                     | 3,375                                  | 30.1   |
| <b>YES, MUST BE JOB RELATED</b>                          |                                    |  |  |  |
| Small Firms  | 108                                | 21.7                                     | 1,064                                  | 23.0   |
| Medium Size Firms  | 12                                 | 24.5                                     | 798                                    | 24.0   |
| Large Firms  | 10                                 | 83.3                                     | 2,226                                  | 68.4   |
| All Size Firms   | 130                                | 23.3                                     | 4,088                                  | 36.5   |
| <b>YES, AS LONG AS THE INSTITUTION<br/>IS ACCREDITED</b> |                                    |  |  |  |
| Small Firms  | 67                                 | 13.5                                     | 981                                    | 21.2   |
| Medium Size Firms  | 9                                  | 18.4                                     | 432                                    | 13.0   |
| Large Firms  | 8                                  | 66.7                                     | 1,428                                  | 43.9   |
| All Size Firms   | 84                                 | 15.1                                     | 2,841                                  | 25.4   |
| Subtotal of Small Firms                                  | 497                                | 100.0                                    | 4,622                                  | 100.0  |
| Subtotal of Medium Size Firms                            | 49                                 | 100.0                                    | 3,330                                  | 100.0  |
| Subtotal of Large Firms                                  | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                                       | <b>558</b>                         | <b>100.0</b>                             | <b>11,207</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 31 firms, or 93.9% of the mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>NO ASSISTANCE OFFERED</b>                             |                                    |  |  |  |
| Small Firms  | 142                                | 100.0                                    | 274                                    | 100.0  |
| Medium Size Firms  | 22                                 | 68.8                                     | 118                                    | 76.1   |
| All Size Firms   | 164                                | 91.1                                     | 392                                    | 83.4   |
| <b>YES, BASED ON SENIORITY/<br/>YEARS OF SERVICE</b>     |                                    |  |  |  |
| Medium Size Firms  | 6                                  | 18.8                                     | 25                                     | 16.1   |
| All Size Firms   | 6                                  | 3.3                                      | 25                                     | 5.3  |
| <b>YES, BASED ON COURSE GRADE</b>                        |                                    |  |  |  |
| Large Firms  | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms   | 4                                  | 2.2                                      | 35                                     | 7.4  |
| <b>YES, MUST BE JOB RELATED</b>                          |                                    |  |  |  |
| Medium Size Firms  | 4                                  | 12.5                                     | 11                                     | 7.1  |
| Large Firms  | 4                                  | 66.7                                     | 12                                     | 29.3   |
| All Size Firms   | 8                                  | 4.4                                      | 23                                     | 4.9  |
| <b>YES, AS LONG AS THE INSTITUTION<br/>IS ACCREDITED</b> |                                    |  |  |  |
| Large Firms  | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms   | 2                                  | 1.1                                      | 6                                      | 1.3  |
| Subtotal of Small Firms                                  | 142                                | 100.0                                    | 274                                    | 100.0  |
| Subtotal of Medium Size Firms                            | 32                                 | 100.0                                    | 155                                    | 100.0  |
| Subtotal of Large Firms                                  | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                                       | <b>180</b>                         | <b>100.0</b>                             | <b>470</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 59.1% of the mining 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.

**MINING**  
Salary

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 56                                 | 29.0                                     | 412                                    | 27.7   |
| Medium Size Firms             | 6                                  | 25.0                                     | 76                                     | 9.7  |
| Large Firms                   | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| All Size Firms                | 70                                 | 30.8                                     | 5,383                                  | 74.2   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 137                                | 71.0                                     | 1,075                                  | 72.3   |
| Medium Size Firms             | 18                                 | 75.0                                     | 708                                    | 90.3   |
| Large Firms                   | 2                                  | 20.0                                     | 90                                     | 1.8  |
| All Size Firms                | 157                                | 69.2                                     | 1,873                                  | 25.8   |
| Subtotal of Small Firms       | 193                                | 100.0                                    | 1,487                                  | 100.0  |
| Subtotal of Medium Size Firms | 24                                 | 100.0                                    | 784                                    | 100.0  |
| Subtotal of Large Firms       | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>            | <b>227</b>                         | <b>100.0</b>                             | <b>7,256</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 17 mining firms, or 89.5% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| 26% to 50%                    |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 22.2                                     | 372                                    | 26.9   |
| All Size Firms                | 4                                  | 2.2                                      | 372                                    | 5.6  |
| 76% to 99%                    |                                    |  |  |  |
| Small Firms                   | 37                                 | 23.7                                     | 213                                    | 10.8   |
| Medium Size Firms             | 6                                  | 33.3                                     | 586                                    | 42.3   |
| Large Firms                   | 8                                  | 66.7                                     | 1,428                                  | 43.9   |
| All Size Firms                | 51                                 | 27.4                                     | 2,227                                  | 33.7   |
| 100%                          |                                    |  |  |  |
| Small Firms                   | 119                                | 76.3                                     | 1,760                                  | 89.2   |
| Medium Size Firms             | 8                                  | 44.4                                     | 426                                    | 30.8   |
| Large Firms                   | 4                                  | 33.3                                     | 1,827                                  | 56.1   |
| All Size Firms                | 131                                | 70.4                                     | 4,013                                  | 60.7   |
| Subtotal of Small Firms       | 156                                | 100.0                                    | 1,973                                  | 100.0  |
| Subtotal of Medium Size Firms | 18                                 | 100.0                                    | 1,384                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | 186                                | 100.0                                    | 6,612                                  | 100.0  |

\*Note: 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. Mining 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. 16 mining firms, or 84.2% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| 26% to 50%                    |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 40.0                                     | 11                                     | 30.6   |
| All Size Firms                | 4                                  | 25.0                                     | 11                                     | 14.3   |
| 76% to 99%                    |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 60.0                                     | 25                                     | 69.4   |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 8                                  | 50.0                                     | 31                                     | 40.3   |
| 100%                          |                                    |  |  |  |
| Large Firms                   | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                | 4                                  | 25.0                                     | 35                                     | 45.5   |
| Subtotal of Medium Size Firms | 10                                 | 100.0                                    | 36                                     | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | <b>16</b>                          | <b>100.0</b>                             | <b>77</b>                              | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 5 mining firms, or 35.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**MINING**  
Full-time Hourly

**TABLE 41E: Flexible Spending Accounts for Oklahoma Mining 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                       | 196                         | 39.4                              | 1,674                           | 36.2                                  |
| Medium Size Firms                 | 19                          | 32.2                              | 1,851                           | 48.4                                  |
| Large Firms                       | 2                           | 16.7                              | 798                             | 24.5                                  |
| All Size Firms                    | 217                         | 38.2                              | 4,323                           | 36.9                                  |
| YES, FOR HEALTH EXPENSES          |                             |                                   |                                 |                                       |
| Small Firms                       | 253                         | 50.9                              | 2,598                           | 56.2                                  |
| Medium Size Firms                 | 40                          | 67.8                              | 1,976                           | 51.6                                  |
| Large Firms                       | 10                          | 83.3                              | 2,457                           | 75.5                                  |
| All Size Firms                    | 303                         | 53.3                              | 7,031                           | 60.1                                  |
| YES, FOR CHILDCARE EXPENSES       |                             |                                   |                                 |                                       |
| Small Firms                       | 133                         | 26.8                              | 1,525                           | 33.0                                  |
| Medium Size Firms                 | 29                          | 49.2                              | 1,554                           | 40.6                                  |
| Large Firms                       | 10                          | 83.3                              | 2,457                           | 75.5                                  |
| All Size Firms                    | 172                         | 30.3                              | 5,536                           | 47.3                                  |
| YES, OTHER EXPENSES (please name) |                             |                                   |                                 |                                       |
| Small Firms                       | 48                          | 9.7                               | 350                             | 7.6                                   |
| All Size Firms                    | 48                          | 8.5                               | 350                             | 3.0                                   |
| Subtotal of Small Firms           | 497                         | 100.0                             | 4,622                           | 100.0                                 |
| Subtotal of Medium Size Firms     | 59                          | 100.0                             | 3,827                           | 100.0                                 |
| Subtotal of Large Firms           | 12                          | 100.0                             | 3,255                           | 100.0                                 |
| <b>Grand Total</b>                | <b>568</b>                  | <b>100.0</b>                      | <b>11,704</b>                   | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>                          | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|--|------------------------------------|--|--|--|
| <b>NO</b>                                |                                    |  |  |  |
| Small Firms                              | 182                                | 33.5                                     | 519                                    | 13.9   |
| Medium Size Firms                        | 27                                 | 49.1                                     | 595                                    | 45.5   |
| Large Firms                              | 2                                  | 20.0                                     | 90                                     | 1.8  |
| <b>All Size Firms</b>                    | <b>211</b>                         | <b>34.7</b>                              | <b>1,204</b>                           | <b>12.0</b>                                  |
| <b>YES, FOR HEALTH EXPENSES</b>          |                                    |  |  |  |
| Small Firms                              | 313                                | 57.6                                     | 3,013                                  | 80.5   |
| Medium Size Firms                        | 38                                 | 69.1                                     | 1,099                                  | 84.0   |
| Large Firms                              | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| <b>All Size Firms</b>                    | <b>359</b>                         | <b>59.0</b>                              | <b>9,007</b>                           | <b>89.8</b>                                  |
| <b>YES, FOR CHILDCARE EXPENSES</b>       |                                    |  |  |  |
| Small Firms                              | 149                                | 27.4                                     | 2,313                                  | 61.8   |
| Medium Size Firms                        | 31                                 | 56.4                                     | 992                                    | 75.8   |
| Large Firms                              | 8                                  | 80.0                                     | 4,895                                  | 98.2   |
| <b>All Size Firms</b>                    | <b>188</b>                         | <b>30.9</b>                              | <b>8,200</b>                           | <b>81.7</b>                                  |
| <b>YES, OTHER EXPENSES (please name)</b> |                                    |  |  |  |
| Small Firms                              | 67                                 | 12.3                                     | 338                                    | 9.0  |
| <b>All Size Firms</b>                    | <b>67</b>                          | <b>11.0</b>                              | <b>338</b>                             | <b>3.4</b>                                   |
| Subtotal of Small Firms                  | 543                                | 100.0                                    | 3,742                                  | 100.0  |
| Subtotal of Medium Size Firms            | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms                  | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                       | <b>608</b>                         | <b>100.0</b>                             | <b>10,035</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining 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.



**MINING**  
Part-time Hourly

**TABLE 41F: Flexible Spending Accounts for Oklahoma Mining 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                   | 112                         | 70.0                              | 180                             | 62.3                                  |
| Medium Size Firms             | 19                          | 55.9                              | 95                              | 70.4                                  |
| Large Firms                   | 2                           | 33.3                              | 6                               | 14.6                                  |
| All Size Firms                | 133                         | 66.5                              | 281                             | 60.4                                  |
| YES, FOR HEALTH EXPENSES      |                             |                                   |                                 |                                       |
| Small Firms                   | 49                          | 30.6                              | 109                             | 37.7                                  |
| Medium Size Firms             | 15                          | 44.1                              | 41                              | 30.4                                  |
| Large Firms                   | 4                           | 66.7                              | 35                              | 85.4                                  |
| All Size Firms                | 68                          | 34.0                              | 185                             | 39.8                                  |
| YES, FOR CHILDCARE EXPENSES   |                             |                                   |                                 |                                       |
| Medium Size Firms             | 9                           | 26.5                              | 28                              | 20.7                                  |
| Large Firms                   | 4                           | 66.7                              | 35                              | 85.4                                  |
| All Size Firms                | 13                          | 6.5                               | 63                              | 13.5                                  |
| Subtotal of Small Firms       | 160                         | 100.0                             | 289                             | 100.0                                 |
| Subtotal of Medium Size Firms | 34                          | 100.0                             | 135                             | 100.0                                 |
| Subtotal of Large Firms       | 6                           | 100.0                             | 41                              | 100.0                                 |
| <b>Grand Total</b>            | <b>200</b>                  | <b>100.0</b>                      | <b>465</b>                      | <b>100.0</b>                          |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>                  | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|----------------------------------|------------------------------------|--|--|--|
| <b>NO</b>                        |                                    |  |  |  |
| Small Firms                      | 498                                | 91.7                                     | 3,482                                  | 93.1   |
| Medium Size Firms                | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Large Firms                      | 8                                  | 80.0                                     | 829                                    | 16.6   |
| <b>All Size Firms</b>            | <b>561</b>                         | <b>92.3</b>                              | <b>5,619</b>                           | <b>56.0</b>                                  |
| <b>YES, ON-SITE FACILITY</b>     |                                    |  |  |  |
| Small Firms                      | 45                                 | 8.3                                      | 261                                    | 7.0  |
| <b>All Size Firms</b>            | <b>45</b>                          | <b>7.4</b>                               | <b>261</b>                             | <b>2.6</b>                                   |
| <b>YES, VOUCHERS or OFF-SITE</b> |                                    |  |  |  |
| <b>SUBSIDIZED</b>                |                                    |  |  |  |
| Small Firms                      | 19                                 | 3.5                                      | 199                                    | 5.3  |
| <b>All Size Firms</b>            | <b>19</b>                          | <b>3.1</b>                               | <b>199</b>                             | <b>2.0</b>                                   |
| <b>YES, REFERRAL INFORMATION</b> |                                    |  |  |  |
| Large Firms                      | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| <b>All Size Firms</b>            | <b>2</b>                           | <b>0.3</b>                               | <b>4,156</b>                           | <b>41.4</b>                                  |
| Subtotal of Small Firms          | 543                                | 100.0                                    | 3,742                                  | 100.0  |
| Subtotal of Medium Size Firms    | 55                                 | 100.0                                    | 1,308                                  | 100.0  |
| Subtotal of Large Firms          | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>               | <b>608</b>                         | <b>100.0</b>                             | <b>10,035</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining 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.

**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NO                            |                                    |  |  |  |
| Small Firms                   | 477                                | 96.0                                     | 4,480                                  | 96.9   |
| Medium Size Firms             | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Large Firms                   | 10                                 | 83.3                                     | 2,679                                  | 82.3   |
| All Size Firms                | 546                                | 96.1                                     | 10,986                                 | 93.9   |
| YES, VOUCHERS or OFF-SITE     |                                    |  |  |  |
| SUBSIDIZED                    |                                    |  |  |  |
| Small Firms                   | 20                                 | 4.0                                      | 142                                    | 3.1  |
| All Size Firms                | 20                                 | 3.5                                      | 142                                    | 1.2  |
| YES, REFERRAL INFORMATION     |                                    |  |  |  |
| Large Firms                   | 2                                  | 16.7                                     | 576                                    | 17.7   |
| All Size Firms                | 2                                  | 0.4                                      | 576                                    | 4.9  |
| Subtotal of Small Firms       | 497                                | 100.0                                    | 4,622                                  | 100.0  |
| Subtotal of Medium Size Firms | 59                                 | 100.0                                    | 3,827                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>            | <b>568</b>                         | <b>100.0</b>                             | <b>11,704</b>                          | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| NO                            |                                    |  |  |  |
| Small Firms                   | 179                                | 100.0                                    | 303                                    | 100.0  |
| Medium Size Firms             | 49                                 | 100.0                                    | 223                                    | 100.0  |
| Large Firms                   | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                | 232                                | 99.1                                     | 561                                    | 98.9   |
| YES, REFERRAL INFORMATION     |                                    |  |  |  |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 2                                  | 0.9                                      | 6                                      | 1.1  |
| Subtotal of Small Firms       | 179                                | 100.0                                    | 303                                    | 100.0  |
| Subtotal of Medium Size Firms | 49                                 | 100.0                                    | 223                                    | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | <b>234</b>                         | <b>100.0</b>                             | <b>567</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 18 firms, or 81.8% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>                           | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|---|------------------------------------|--|--|--|
| <b>NONE</b>                               |                                    |  |  |  |
| Small Firms                               | 276                                | 58.4                                     | 2,069                                  | 62.3   |
| Medium Size Firms                         | 40                                 | 80.0                                     | 845                                    | 68.6   |
| Large Firms                               | 2                                  | 20.0                                     | 90                                     | 1.8  |
| <b>All Size Firms</b>                     | <b>318</b>                         | <b>59.7</b>                              | <b>3,004</b>                           | <b>31.5</b>                                  |
| <b>FLEX-TIME</b>                          |                                    |  |  |  |
| Small Firms                               | 152                                | 32.1                                     | 1,148                                  | 34.6   |
| Large Firms                               | 6                                  | 60.0                                     | 4,677                                  | 93.8   |
| <b>All Size Firms</b>                     | <b>158</b>                         | <b>29.6</b>                              | <b>5,825</b>                           | <b>61.1</b>                                  |
| <b>FOUR DAY (ten hour/day) WORK WEEKS</b> |                                    |  |  |  |
| Medium Size Firms                         | 10                                 | 20.0                                     | 387                                    | 31.4   |
| Large Firms                               | 4                                  | 40.0                                     | 4,374                                  | 87.7   |
| <b>All Size Firms</b>                     | <b>14</b>                          | <b>2.6</b>                               | <b>4,761</b>                           | <b>49.9</b>                                  |
| <b>TELECOMMUTING (work at home)</b>       |                                    |  |  |  |
| Small Firms                               | 45                                 | 9.5                                      | 104                                    | 3.1  |
| Large Firms                               | 2                                  | 20.0                                     | 4,156                                  | 83.4   |
| <b>All Size Firms</b>                     | <b>47</b>                          | <b>8.8</b>                               | <b>4,260</b>                           | <b>44.7</b>                                  |
| Subtotal of Small Firms                   | 473                                | 100.0                                    | 3,321                                  | 100.0  |
| Subtotal of Medium Size Firms             | 50                                 | 100.0                                    | 1,232                                  | 100.0  |
| Subtotal of Large Firms                   | 10                                 | 100.0                                    | 4,985                                  | 100.0  |
| <b>Grand Total</b>                        | <b>533</b>                         | <b>100.0</b>                             | <b>9,538</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 29 firms, or 87.9% of the mining 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.

**MINING**  
Full-time Hourly

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

| <b>Response</b>                    | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|------------------------------------|------------------------------------|--|--|--|
| NONE                               |                                    |  |  |  |
| Small Firms                        | 212                                | 61.4                                     | 1,892                                  | 58.4   |
| Medium Size Firms                  | 43                                 | 87.8                                     | 2,744                                  | 82.4   |
| Large Firms                        | 2                                  | 16.7                                     | 798                                    | 24.5   |
| All Size Firms                     | 257                                | 63.3                                     | 5,434                                  | 55.3   |
| FLEX-TIME                          |                                    |  |  |  |
| Small Firms                        | 133                                | 38.6                                     | 1,349                                  | 41.6   |
| Large Firms                        | 8                                  | 66.7                                     | 2,130                                  | 65.4   |
| All Size Firms                     | 141                                | 34.7                                     | 3,479                                  | 35.4   |
| FOUR DAY (ten hour/day) WORK WEEKS |                                    |  |  |  |
| Medium Size Firms                  | 6                                  | 12.2                                     | 586                                    | 17.6   |
| Large Firms                        | 4                                  | 33.3                                     | 904                                    | 27.8   |
| All Size Firms                     | 10                                 | 2.5                                      | 1,490                                  | 15.2   |
| TELECOMMUTING (work at home)       |                                    |  |  |  |
| Large Firms                        | 2                                  | 16.7                                     | 576                                    | 17.7   |
| All Size Firms                     | 2                                  | 0.5                                      | 576                                    | 5.9  |
| Subtotal of Small Firms            | 345                                | 100.0                                    | 3,241                                  | 100.0  |
| Subtotal of Medium Size Firms      | 49                                 | 100.0                                    | 3,330                                  | 100.0  |
| Subtotal of Large Firms            | 12                                 | 100.0                                    | 3,255                                  | 100.0  |
| <b>Grand Total</b>                 | <b>406</b>                         | <b>100.0</b>                             | <b>9,826</b>                           | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 78.8% of the mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>                    | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|------------------------------------|------------------------------------|--|--|--|
| NONE                               |                                    |  |  |  |
| Small Firms                        | 45                                 | 25.7                                     | 104                                    | 34.9   |
| Medium Size Firms                  | 34                                 | 100.0                                    | 156                                    | 100.0  |
| Large Firms                        | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                     | 81                                 | 37.7                                     | 266                                    | 53.7   |
| FLEX-TIME                          |                                    |  |  |  |
| Small Firms                        | 85                                 | 48.6                                     | 63                                     | 21.1   |
| Large Firms                        | 4                                  | 66.7                                     | 35                                     | 85.4   |
| All Size Firms                     | 89                                 | 41.4                                     | 98                                     | 19.8   |
| FOUR DAY (ten hour/day) WORK WEEKS |                                    |  |  |  |
| Large Firms                        | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                     | 2                                  | 0.9                                      | 6                                      | 1.2  |
| TELECOMMUTING (work at home)       |                                    |  |  |  |
| Small Firms                        | 45                                 | 25.7                                     | 130                                    | 43.6   |
| Large Firms                        | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                     | 47                                 | 21.9                                     | 136                                    | 27.5   |
| Subtotal of Small Firms            | 175                                | 100.0                                    | 298                                    | 100.0  |
| Subtotal of Medium Size Firms      | 34                                 | 100.0                                    | 156                                    | 100.0  |
| Subtotal of Large Firms            | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>                 | <b>215</b>                         | <b>100.0</b>                             | <b>495</b>                             | <b>100.0</b>                                 |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining 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.

**MINING**  
**Salary**

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>BONUSES</b>                |                                    |  |  |  |
| Small Firms                   | 380                                | 88.8                                     | 2,833                                  | 82.6   |
| Medium Size Firms             | 33                                 | 78.6                                     | 981                                    | 90.5   |
| Large Firms                   | 4                                  | 100.0                                    | 4,246                                  | 100.0  |
| All Size Firms                | 417                                | 88.0                                     | 8,060                                  | 92.0   |
| <b>SHIFT DIFFERENTIAL</b>     |                                    |  |  |  |
| Small Firms                   | 4                                  | 0.9                                      | 5                                      | 0.1  |
| All Size Firms                | 4                                  | 0.8                                      | 5                                      | 0.1  |
| <b>LONGEVITY PAY</b>          |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 9.5                                      | 27                                     | 2.5  |
| All Size Firms                | 4                                  | 0.8                                      | 27                                     | 0.3  |
| <b>STOCK OPTIONS</b>          |                                    |  |  |  |
| Small Firms                   | 52                                 | 12.1                                     | 600                                    | 17.5   |
| Medium Size Firms             | 6                                  | 14.3                                     | 76                                     | 7.0  |
| Large Firms                   | 2                                  | 50.0                                     | 4,156                                  | 97.9   |
| All Size Firms                | 60                                 | 12.7                                     | 4,832                                  | 55.2   |
| <b>OTHER (please name)</b>    |                                    |  |  |  |
| Small Firms                   | 93                                 | 21.7                                     | 855                                    | 24.9   |
| Medium Size Firms             | 2                                  | 4.8                                      | 32                                     | 3.0  |
| All Size Firms                | 95                                 | 20.0                                     | 887                                    | 10.1   |
| Subtotal of Small Firms       | 428                                | 100.0                                    | 3,428                                  | 100.0  |
| Subtotal of Medium Size Firms | 42                                 | 100.0                                    | 1,084                                  | 100.0  |
| Subtotal of Large Firms       | 4                                  | 100.0                                    | 4,246                                  | 100.0  |
| <b>Grand Total</b>            | 474                                | 100.0                                    | 8,758                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 24 firms, or 72.7% of the mining 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.



**MINING**  
Full-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>BONUSES</b>                |                                    |  |  |  |
| Small Firms                   | 301                                | 85.5                                     | 2,254                                  | 70.0   |
| Medium Size Firms             | 29                                 | 60.4                                     | 1,567                                  | 45.8   |
| Large Firms                   | 6                                  | 100.0                                    | 2,403                                  | 100.0  |
| All Size Firms                | 336                                | 82.8                                     | 6,224                                  | 68.8   |
| <b>SHIFT DIFFERENTIAL</b>     |                                    |  |  |  |
| Small Firms                   | 7                                  | 2.0                                      | 88                                     | 2.7  |
| Medium Size Firms             | 20                                 | 41.7                                     | 1,511                                  | 44.2   |
| Large Firms                   | 2                                  | 33.3                                     | 576                                    | 24.0   |
| All Size Firms                | 29                                 | 7.1                                      | 2,175                                  | 24.0   |
| <b>LONGEVITY PAY</b>          |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 8.3                                      | 252                                    | 7.4  |
| All Size Firms                | 4                                  | 1.0                                      | 252                                    | 2.8  |
| <b>STOCK OPTIONS</b>          |                                    |  |  |  |
| Small Firms                   | 52                                 | 14.8                                     | 939                                    | 29.1   |
| Medium Size Firms             | 6                                  | 12.5                                     | 586                                    | 17.1   |
| All Size Firms                | 58                                 | 14.3                                     | 1,525                                  | 16.9   |
| <b>OTHER (please name)</b>    |                                    |  |  |  |
| Small Firms                   | 48                                 | 13.6                                     | 910                                    | 28.2   |
| Medium Size Firms             | 2                                  | 4.2                                      | 89                                     | 2.6  |
| Large Firms                   | 2                                  | 33.3                                     | 576                                    | 24.0   |
| All Size Firms                | 52                                 | 12.8                                     | 1,575                                  | 17.4   |
| Subtotal of Small Firms       | 352                                | 100.0                                    | 3,222                                  | 100.0  |
| Subtotal of Medium Size Firms | 48                                 | 100.0                                    | 3,419                                  | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 2,403                                  | 100.0  |
| <b>Grand Total</b>            | 406                                | 100.0                                    | 9,044                                  | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 75.8% of the mining 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.

**MINING**  
Part-time Hourly

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| <b>BONUSES</b>                |                                    |  |  |  |
| Small Firms                   | 64                                 | 100.0                                    | 118                                    | 100.0  |
| Medium Size Firms             | 21                                 | 60.0                                     | 71                                     | 50.7   |
| Large Firms                   | 6                                  | 100.0                                    | 41                                     | 100.0  |
| All Size Firms                | 91                                 | 86.7                                     | 230                                    | 76.9   |
| <b>SHIFT DIFFERENTIAL</b>     |                                    |  |  |  |
| Medium Size Firms             | 8                                  | 22.9                                     | 44                                     | 31.4   |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 10                                 | 9.5                                      | 50                                     | 16.7   |
| <b>STOCK OPTIONS</b>          |                                    |  |  |  |
| Medium Size Firms             | 6                                  | 17.1                                     | 25                                     | 17.9   |
| All Size Firms                | 6                                  | 5.7                                      | 25                                     | 8.4  |
| <b>OTHER (please name)</b>    |                                    |  |  |  |
| Large Firms                   | 2                                  | 33.3                                     | 6                                      | 14.6   |
| All Size Firms                | 2                                  | 1.9                                      | 6                                      | 2.0  |
| Subtotal of Small Firms       | 64                                 | 100.0                                    | 118                                    | 100.0  |
| Subtotal of Medium Size Firms | 35                                 | 100.0                                    | 140                                    | 100.0  |
| Subtotal of Large Firms       | 6                                  | 100.0                                    | 41                                     | 100.0  |
| <b>Grand Total</b>            | 105                                | 100.0                                    | 299                                    | 100.0  |

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 50.0% of the mining 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.

**MINING**  
All Employee Categories

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

| <b>Response</b>               | <b>Number of Firms in Category</b> | <b>Percent of All Firms in Firm Size</b> | <b>Number of Employees in Category</b> | <b>Percent of All Employees in Firm Size</b> |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS                   |                                    |  |  |  |
| Small Firms                   | 349                                | 50.7                                     | 4,818                                  | 56.0   |
| Medium Size Firms             | 17                                 | 28.3                                     | 1,547                                  | 28.9   |
| All Size Firms                | 366                                | 48.2                                     | 6,365                                  | 28.3   |
| 16% to 20%                    |                                    |  |  |  |
| Small Firms                   | 134                                | 19.5                                     | 1,859                                  | 21.6   |
| Medium Size Firms             | 15                                 | 25.0                                     | 1,371                                  | 25.6   |
| All Size Firms                | 149                                | 19.6                                     | 3,230                                  | 14.3   |
| 21% to 25%                    |                                    |  |  |  |
| Small Firms                   | 186                                | 27.0                                     | 1,578                                  | 18.4   |
| Large Firms                   | 6                                  | 50.0                                     | 2,033                                  | 23.7   |
| All Size Firms                | 192                                | 25.3                                     | 3,611                                  | 16.0   |
| 26% to 30%                    |                                    |  |  |  |
| Medium Size Firms             | 4                                  | 6.7                                      | 525                                    | 9.8  |
| Large Firms                   | 2                                  | 16.7                                     | 545                                    | 6.4  |
| All Size Firms                | 6                                  | 0.8                                      | 1,070                                  | 4.8  |
| MORE THAN 30%                 |                                    |  |  |  |
| Small Firms                   | 19                                 | 2.8                                      | 341                                    | 4.0  |
| Medium Size Firms             | 24                                 | 40.0                                     | 1,918                                  | 35.8   |
| Large Firms                   | 4                                  | 33.3                                     | 5,987                                  | 69.9   |
| All Size Firms                | 47                                 | 6.2                                      | 8,246                                  | 36.6   |
| Subtotal of Small Firms       | 688                                | 100.0                                    | 8,596                                  | 100.0  |
| Subtotal of Medium Size Firms | 60                                 | 100.0                                    | 5,361                                  | 100.0  |
| Subtotal of Large Firms       | 12                                 | 100.0                                    | 8,565                                  | 100.0  |
| <b>Grand Total</b>            | <b>760</b>                         | <b>100.0</b>                             | <b>22,522</b>                          | <b>100.0</b>                                 |

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix A: Methodology**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



# SURVEY METHODOLOGY

## **Sample Design**

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

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

## **Definitions**

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

### **Mining**

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

### **Construction**

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

### **Manufacturing**

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

### **Wholesale Trade**

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

**Retail Trade**

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

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

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

**Services**

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

**Public Administration**

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

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

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

**Survey Response Rates**

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

**Survey Questionnaire**

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

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

### **Survey Reporting Notes**

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

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



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



## WRITTEN RESPONSES

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix C: Questionnaire**



Vacation & Holiday

Health & Medical



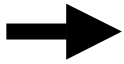
Retirement, Bonuses  
& Profit sharing



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

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

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

|   | Full-<br>Time<br>Salary  | Part-<br>Time<br>Hourly  | All<br>Employees  |
|---|--------------------------|--------------------------|---|
| <b>HOLIDAYS</b>   |                          |                          |   |
| 2. Please check all paid holidays offered by your company:  |                          |                          |   |
| a. New Year's Day.....  |                          |                          |   |
| b. Martin Luther King Day (January) .....   |                          |                          |   |
| c. Presidents' Day (February) .....   |                          |                          |   |
| d. Good Friday.....   |                          |                          |   |
| e. Memorial Day.....  |                          |                          |   |
| f. Independence Day .....   |                          |                          |   |
| g. Labor Day .....  |                          |                          |   |
| h. Columbus Day (October) .....   |                          |                          |   |
| i. Election Day (November) .....  |                          |                          |   |
| j. Veterans' Day (November) .....   |                          |                          |   |
| k. Thanksgiving Day .....   |                          |                          |   |
| l. Day after Thanksgiving .....   |                          |                          |   |
| m. Christmas Eve Day .....  |                          |                          |   |
| n. Christmas Day .....  |                          |                          |   |
| o. New Year's Eve Day .....   |                          |                          |   |
| p. Birthday.....  |                          |                          |   |
| q. One floating holiday or personal leave day .....   |                          |                          |   |
| r. Other (please name) _____  |                          |                          |   |
| 3. What do you pay hourly employees who work on a holiday?  |                          |                          |   |
| a. Straight time .....  | <input type="checkbox"/> |                          |   |
| b. Time and one-half .....  | <input type="checkbox"/> |                          |   |
| c. Double time .....  | <input type="checkbox"/> |                          |   |
| d. Other (please describe) _____  | <input type="checkbox"/> |                          |   |
| <b>PERSONAL LEAVE</b>   |                          |                          |   |
| 4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion? |                          |                          |   |
| a. No (If no for all categories, skip to question #13) .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |
| b. Yes.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |
| 5. Are holidays included with vacation, and sick leave in this combined paid leave time?                                |                          |                          |   |
| a. No.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |
| b. Yes.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |
| <b>PLEASE TURN TO PAGE TWO</b>  |                          |                          |  |
| Page 1  |                          |                          |   |

**OESC EMPLOYER BENEFITS SURVEY**

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

**PERSONAL LEAVE** (continued)

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

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

- a. 5 days or less .....
- b. 6 to 10 days.....
- c. 11 to 15 days.....
- d. 16 to 29 days .....
- e. 30 or more days.....

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

8. What is the maximum number of paid leave days offered to any employee in each category per year?

- a. 14 days or less.....
- b. 15 to 24 days.....
- c. 25 to 34 days .....
- d. 35 or more days.....

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

10. Do you allow paid leave days to accumulate or carry over into the following year?

- a. No (If no on all categories, skip to question #12).....
- b. Yes.....

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|



**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

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

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

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

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

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

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

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

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

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

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

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



**OESC EMPLOYER BENEFITS SURVEY**

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

**VACATION** (continued)

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

**SICK LEAVE**

20. What is the maximum number of paid sick leave days offered to any employee in each category a year?
- a. None (If none in all categories, skip to question #23)....
  - b. 5 days or less.....
  - c. 6 to 9 days.....
  - d. 10 to 14 days.....
  - e. 15 or more days.....

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

21. Do you allow sick leave to accumulate into the following year?
- a. No (If no for all categories, skip to question #23).....
  - b. Yes.....

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

22. If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?
- a. 5 days or less.....
  - b. 6 to 14 days.....
  - c. 15 to 29 days.....
  - d. 30 or more days.....
  - e. No maximum or limit.....

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

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

23. Do you offer paid bereavement leave?
- a. No.....
  - b. Yes, 1 to 3 days.....
  - c. Yes, 4 to 7 days.....
  - d. Yes, 8 days and over.....

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|





**OESC EMPLOYER BENEFITS SURVEY**

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

**PAID LEAVE (continued)**

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

**MEDICAL/HEALTH/DENTAL**

26. Do you offer medical/health care plans to your employees?
- |  |  |  |  |
|--|--|--|--|
| a. No (If no in all categories, skip to question #31)..... |  |  |  |
| b. Yes, Employee only.....                                 |  |  |  |
| c. Yes, Employee and dependents.....                       |  |  |  |
27. What types of medical/health care plans do you offer?  
(Check all that apply)
- |   |  |  |  |
|---|--|--|--|
| a. Traditional fee-for-service.....           |  |  |  |
| b. Health Maintenance Organization (HMO)..... |  |  |  |
| c. Preferred Provider Organization (PPO)..... |  |  |  |
28. Can employees choose between medical/health care plans?
- |             |  |  |  |
|-------------|--|--|--|
| a. Yes..... |  |  |  |
| b. No.....  |  |  |  |
29. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?
- |                    |  |  |  |
|--------------------|--|--|--|
| a. None.....       |  |  |  |
| b. 1% to 25%.....  |  |  |  |
| c. 26% to 50%..... |  |  |  |
| d. 51% to 75%..... |  |  |  |
| e. 76% to 99%..... |  |  |  |
| f. 100%.....       |  |  |  |
30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?
- |                    |  |  |  |
|--------------------|--|--|--|
| a. None.....       |  |  |  |
| b. 1% to 25%.....  |  |  |  |
| c. 26% to 50%..... |  |  |  |
| d. 51% to 75%..... |  |  |  |
| e. 76% to 99%..... |  |  |  |
| f. 100%.....       |  |  |  |

**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|

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

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|

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

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

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

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|

35. Please check **boxes** indicating any additional medical/health benefits for which your company provides cost assistance.
- a. Long term disability insurance.....
  - b. Employee Assistance Program.....
  - c. Wellness program.....
  - d. Vision care plan.....
  - e. Prescription drug plan.....
  - f. Mental health rider.....
  - g. Life insurance.....
  - h. Accidental death insurance.....
  - i. Dependent life insurance.....
  - j. Ill child daycare.....
  - k. Long-term nursing home/assisted living care plan.....
  - l. Elder daycare (for employee's relative).....
  - m. Other (please name)\_\_\_\_\_

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|



**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

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

**RETIREMENT**

37. Please check **boxes** indicating retirement benefits you offer.
- a. No retirement plan offered (If no, skip to question #39) ..
  - b. Defined benefit pension plan.....
  - c. Defined contribution plan [e. g., 401(k)].....
  - d. Profit sharing.....
  - e. Other (please name) \_\_\_\_\_

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

38. If a defined contribution plan is offered, who funds the plan?
- a. Employee only.....
  - b. Employer only.....
  - c. Employer and employee each contribute half.....
  - d. Employer contributes larger share.....
  - e. Employee contributes larger share.....

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

**EDUCATIONAL BENEFITS**

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

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

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

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



**OESC EMPLOYER BENEFITS SURVEY**

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

**MISCELLANEOUS BENEFITS**

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

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

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

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

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

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

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

**All Employees**

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

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

**THANK YOU FOR YOUR COOPERATION**

**END OF SURVEY**

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix D: Special Recognition**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



SPECIAL RECOGNITION  
AND  
ACKNOWLEDGEMENTS

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

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

Shirley Newman  
SHAKLEE CORPORATION  
3300 Marshall Avenue  
Norman, OK 73072

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

Carrie Linares  
REPUBLIC BANK  
Norman, OK 73070

Larry Wright  
WRIGHT'S IGA  
Norman, OK 73071

Larry Heikkila  
CITY OF NORMAN  
Norman, Oklahoma 73070

Euden Bruce  
NORMAN REGIONAL HOSPITAL  
Norman, OK 73070

William Young, PhD  
UNIVERSITY OF OKLAHOMA  
Tulsa, Oklahoma

Gala Hager  
CITY OF NORMAN  
Norman, OK 73070

Pat Shepherd  
OKLAHOMA UNIVERSITY  
Norman, Oklahoma