

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Services



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



OESC 2004 Benefits Survey

About this Publication:

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

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

SERVICES

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



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

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

Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question
(If any)

ALL INDUSTRIES
Full-time Hourly

Employee Category

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

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

Response Categories

Example 1.
(see below)

Example 2.
(see below)

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

Description of Applicable Firms

Number and Percentage of Responding Firms

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

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

SERVICE

Salaried

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	507	7.9	1,955	5.7
Medium Size Firms	125	12.2	1,682	4.9
Large Firms	7	3.5	5,708	8.2
All Size Firms	639	8.4	9,345	6.7
SIX HOLIDAYS				
Small Firms	1,564	24.5	5,376	15.8
Medium Size Firms	250	24.4	5,146	14.9
Large Firms	34	16.8	5,273	7.5
All Size Firms	1,848	24.3	15,795	11.4
SEVEN HOLIDAYS				
Small Firms	1,429	22.4	8,015	23.5
Medium Size Firms	162	15.8	3,663	10.6
Large Firms	22	10.9	7,045	10.1
All Size Firms	1,613	21.2	18,723	13.5
EIGHT HOLIDAYS				
Small Firms	933	14.6	5,848	17.1
Medium Size Firms	114	11.1	3,681	10.6
Large Firms	31	15.3	4,619	6.6
All Size Firms	1,078	14.2	14,148	10.2
NINE HOLIDAYS				
Small Firms	914	14.3	6,069	17.8
Medium Size Firms	84	8.2	4,689	13.5
Large Firms	35	17.3	17,596	25.1
All Size Firms	1,033	13.6	28,354	20.4
TEN HOLIDAYS				
Small Firms	483	7.6	2,951	8.7
Medium Sized Firms	118	11.5	6,231	18.0
Large Firms	40	19.8	13,199	18.9
All Size Firms	641	8.4	22,381	16.1
ELEVEN HOLIDAYS				
Small Firms	275	4.3	2,195	6.4
Medium Size Firms	76	7.4	4,171	12.0
Large Firms	22	10.9	7,378	10.5
All Size Firms	373	4.9	13,744	9.9
TWELVE or MORE HOLIDAYS				
Small Firms	273	4.3	1,694	5.0
Medium Size Firms	94	9.2	5,382	15.5
Large Firms	11	5.4	9,200	13.1
All Size Firms	378	5.0	16,276	11.7
Subtotal of Small Firms	6,378	100.0	34,103	100.0
Subtotal of Medium Size Firms	1,023	100.0	34,645	100.0
Subtotal of Large Firms	202	100.0	70,018	100.0
Grand Total	7,603	100.0	138,766	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 628 services firms, or 86.0% of the services firms with salaried employees indicated that they offer at least one paid holiday.

SERVICE

Full-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	566	9.0	5,058	11.1
Medium Size Firms	132	13.1	7,561	14.6
Large Firms	3	1.6	836	0.8
All Size Firms	701	9.4	13,455	6.7
SIX HOLIDAYS				
Small Firms	1,681	26.8	12,704	27.9
Medium Size Firms	269	26.6	13,909	26.8
Large Firms	32	17.5	15,944	15.4
All Size Firms	1,982	26.5	42,557	21.1
SEVEN HOLIDAYS				
Small Firms	1,466	23.3	10,262	22.5
Medium Size Firms	182	18.0	12,135	23.4
Large Firms	28	15.3	20,711	20.0
All Size Firms	1,676	22.4	43,108	21.4
EIGHT HOLIDAYS				
Small Firms	978	15.6	7,388	16.2
Medium Size Firms	94	9.3	5,613	10.8
Large Firms	26	14.2	15,853	15.3
All Size Firms	1,098	14.7	28,854	14.3
NINE HOLIDAYS				
Small Firms	775	12.3	4,764	10.5
Medium Size Firms	90	8.9	3,173	6.1
Large Firms	33	18.0	12,387	11.9
All Size Firms	898	12.0	20,324	10.1
TEN HOLIDAYS				
Small Firms	417	6.6	3,807	8.4
Medium Sized Firms	133	13.2	5,708	11.0
Large Firms	36	19.7	28,919	27.9
All Size Firms	586	7.8	38,434	19.1
ELEVEN HOLIDAYS				
Small Firms	156	2.5	789	1.7
Medium Size Firms	54	5.3	2,239	4.3
Large Firms	19	10.4	4,489	4.3
All Size Firms	229	3.1	7,517	3.7
TWELVE or MORE HOLIDAYS				
Small Firms	240	3.8	794	1.7
Medium Size Firms	56	5.5	1,584	3.1
Large Firms	6	3.3	4,625	4.5
All Size Firms	302	4.0	7,003	3.5
Subtotal of Small Firms	6,279	100.0	45,566	100.0
Subtotal of Medium Size Firms	1,010	100.0	51,922	100.0
Subtotal of Large Firms	183	100.0	103,764	100.0
Grand Total	7,472	100.0	201,252	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 611 services firms, or 85.2% of the services firms with full-time employees indicated that they offer at least one paid holiday.

SERVICE

Part-time Hourly

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

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
Small Firms	446	14.7	2,169	19.0
Medium Size Firms	83	15.1	1,144	11.7
Large Firms	10	9.0	425	2.3
All Size Firms	539	14.6	3,738	9.3
SIX HOLIDAYS				
Small Firms	604	19.9	3,436	30.1
Medium Size Firms	164	29.8	3,456	35.3
Large Firms	11	9.9	3,739	19.8
All Size Firms	779	21.1	10,631	26.6
SEVEN HOLIDAYS				
Small Firms	568	18.7	1,739	15.2
Medium Size Firms	68	12.3	1,849	18.9
Large Firms	24	21.6	3,432	18.2
All Size Firms	660	17.9	7,020	17.5
EIGHT HOLIDAYS				
Small Firms	522	17.2	1,289	11.3
Medium Size Firms	42	7.6	467	4.8
Large Firms	17	15.3	2,598	13.8
All Size Firms	581	15.7	4,354	10.9
NINE HOLIDAYS				
Small Firms	393	13.0	1,516	13.3
Medium Size Firms	44	8.0	505	5.2
Large Firms	9	8.1	985	5.2
All Size Firms	446	12.1	3,006	7.5
TEN HOLIDAYS				
Small Firms	243	8.0	519	4.5
Medium Sized Firms	63	11.4	824	8.4
Large Firms	23	20.7	1,924	10.2
All Size Firms	329	8.9	3,267	8.2
ELEVEN HOLIDAYS				
Small Firms	134	4.4	236	2.1
Medium Size Firms	45	8.2	438	4.5
Large Firms	12	10.8	603	3.2
All Size Firms	191	5.2	1,277	3.2
TWELVE or MORE HOLIDAYS				
Small Firms	124	4.1	505	4.4
Medium Size Firms	42	7.6	1,106	11.3
Large Firms	5	4.5	5,132	27.2
All Size Firms	171	4.6	6,743	16.8
Subtotal of Small Firms	3,034	100.0	11,409	100.0
Subtotal of Medium Size Firms	551	100.0	9,789	100.0
Subtotal of Large Firms	111	100.0	18,838	100.0
Grand Total	3,696	100.0	40,036	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 335 services firms, or 48.9% of the services firms with part-time employees indicated that they offer at least one paid holiday.

SERVICES

Salaried

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	6,220	97.5	33,445	98.1
Medium Size Firms	993	97.1	34,274	98.9
Large Firms	194	96.0	67,586	96.5
All Size Firms	7,407	97.4	135,305	97.5
MARTIN LUTHER KING DAY				
Small Firms	621	9.7	5,209	15.3
Medium Size Firms	187	18.3	9,638	27.8
Large Firms	61	30.2	22,818	32.6
All Size Firms	869	11.4	37,665	27.1
PRESIDENT'S DAY				
Small Firms	473	7.4	2,739	8.0
Medium Size Firms	150	14.7	7,007	20.2
Large Firms	49	24.3	21,482	30.7
All Size Firms	672	8.8	31,228	22.5
GOOD FRIDAY				
Small Firms	821	12.9	5,087	14.9
Medium Size Firms	187	18.3	11,220	32.4
Large Firms	36	17.8	16,225	23.2
All Size Firms	1,044	13.7	32,532	23.4
MEMORIAL DAY				
Small Firms	5,888	92.3	31,947	93.7
Medium Size Firms	910	89.0	33,022	95.3
Large Firms	194	96.0	64,310	91.8
All Size Firms	6,992	92.0	129,279	93.2
INDEPENDENCE DAY				
Small Firms	5,990	93.9	33,090	97.0
Medium Sized Firms	920	89.9	32,915	95.0
Large Firms	181	89.6	60,668	86.6
All Size Firms	7,091	93.3	126,673	91.3
LABOR DAY				
Small Firms	5,935	93.1	32,329	94.8
Medium Size Firms	870	85.0	31,630	91.3
Large Firms	189	93.6	63,222	90.3
All Size Firms	6,994	92.0	127,181	91.7
COLUMBUS DAY				
Small Firms	318	5.0	1,253	3.7
Medium Size Firms	62	6.1	2,322	6.7
Large Firms	13	6.4	1,217	1.7
All Size Firms	393	5.2	4,792	3.5
ELECTION DAY				
Small Firms	81	1.3	220	0.6
Medium Size Firms	22	2.2	1,028	3.0
All Size Firms	103	1.4	1,248	0.9

TABLE 2Z: Holidays, Services, Salaried (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	357	5.6	1,923	5.6
Medium Size Firms	91	8.9	3,873	11.2
Large Firms	36	17.8	7,543	10.8
All Size Firms	484	6.4	13,339	9.6
THANKSGIVING DAY				
Small Firms	6,203	97.3	33,507	98.3
Medium Size Firms	988	96.6	34,304	99.0
Large Firms	194	96.0	64,310	91.8
All Size Firms	7,385	97.1	132,121	95.2
DAY AFTER THANKSGIVING				
Small Firms	3,180	49.9	18,334	53.8
Medium Size Firms	449	43.9	23,668	68.3
Large Firms	104	51.5	47,956	68.5
All Size Firms	3,733	49.1	89,958	64.8
CHRISTMAS EVE DAY				
Small Firms	2,137	33.5	13,131	38.5
Medium Size Firms	351	34.3	19,062	55.0
Large Firms	81	40.1	42,336	60.5
All Size Firms	2,569	33.8	74,529	53.7
CHRISTMAS DAY				
Small Firms	6,218	97.5	33,708	98.8
Medium Size Firms	981	95.9	33,408	96.4
Large Firms	187	92.6	61,330	87.6
All Size Firms	7,386	97.1	128,446	92.6
NEW YEAR'S EVE DAY				
Small Firms	2,222	34.8	14,450	42.4
Medium Size Firms	351	34.3	18,737	54.1
Large Firms	64	31.7	25,329	36.2
All Size Firms	2,637	34.7	58,516	42.2
BIRTHDAY				
Small Firms	526	8.2	2,649	7.8
Medium Size Firms	99	9.7	1,450	4.2
Large Firms	13	6.4	3,416	4.9
All Size Firms	638	8.4	7,515	5.4
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	696	10.9	5,918	17.4
Medium Size Firms	213	20.8	10,525	30.4
Large Firms	69	34.2	14,549	20.8
All Size Firms	978	12.9	30,992	22.3
OTHER (please name)				
Small Firms	342	5.4	2,541	7.5
Medium Size Firms	122	11.9	4,089	11.8
Large Firms	25	12.4	21,343	30.5
All Size Firms	489	6.4	27,973	20.2
Offering Holiday(s) Totals				
Subtotal of Small Firms	6,378	100.0	34,103	100.0
Subtotal of Medium Size Firms	1,023	100.0	34,645	100.0
Subtotal of Large Firms	202	100.0	70,018	100.0
Grand Total	7,603	100.0	138,766	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 628 services firms, or 86.0% of the services firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

SERVICES

Full-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	6,100	97.1	42,782	93.9
Medium Size Firms	956	94.7	49,157	94.7
Large Firms	179	97.8	103,148	99.5
All Size Firms	7,235	96.8	195,087	96.9
MARTIN LUTHER KING DAY				
Small Firms	493	7.9	2,536	5.6
Medium Size Firms	140	13.9	7,336	14.1
Large Firms	55	30.1	18,429	17.8
All Size Firms	688	9.2	28,301	14.1
PRESIDENT'S DAY				
Small Firms	483	7.7	2,260	5.0
Medium Size Firms	125	12.4	5,633	10.8
Large Firms	27	14.8	9,524	9.2
All Size Firms	635	8.5	17,417	8.7
GOOD FRIDAY				
Small Firms	783	12.5	4,597	10.1
Medium Size Firms	159	15.7	5,341	10.3
Large Firms	39	21.3	32,678	31.5
All Size Firms	981	13.1	42,616	21.2
MEMORIAL DAY				
Small Firms	5,757	91.7	40,863	89.7
Medium Size Firms	879	87.0	44,657	86.0
Large Firms	177	96.7	101,737	98.1
All Size Firms	6,813	91.2	187,257	93.0
INDEPENDENCE DAY				
Small Firms	5,857	93.3	42,102	92.4
Medium Sized Firms	909	90.0	46,474	89.5
Large Firms	164	89.6	87,416	84.3
All Size Firms	6,930	92.7	175,992	87.4
LABOR DAY				
Small Firms	5,759	91.7	40,834	89.6
Medium Size Firms	850	84.2	43,311	83.4
Large Firms	175	95.6	102,364	98.7
All Size Firms	6,784	90.8	186,509	92.7
COLUMBUS DAY				
Small Firms	245	3.9	1,218	2.7
Medium Size Firms	54	5.3	2,840	5.5
Large Firms	13	7.1	4,975	4.8
All Size Firms	312	4.2	9,033	4.5
ELECTION DAY				
Small Firms	31	0.5	131	0.3
Medium Size Firms	15	1.5	520	1.0
All Size Firms	46	0.6	651	0.3

TABLE 2AA: Holidays, Services, Full-time Hourly (continued).

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	408	6.5	1,898	4.2
Medium Size Firms	66	6.5	3,062	5.9
Large Firms	27	14.8	7,504	7.2
All Size Firms	501	6.7	12,464	6.2
THANKSGIVING DAY				
Small Firms	6,230	99.2	45,064	98.9
Medium Size Firms	969	95.9	50,289	96.9
Large Firms	180	98.4	102,928	99.3
All Size Firms	7,379	98.8	198,281	98.5
DAY AFTER THANKSGIVING				
Small Firms	2,668	42.5	17,593	38.6
Medium Size Firms	413	40.9	16,574	31.9
Large Firms	87	47.5	47,233	45.6
All Size Firms	3,168	42.4	81,400	40.4
CHRISTMAS EVE DAY				
Small Firms	1,826	29.1	11,520	25.3
Medium Size Firms	299	29.6	12,124	23.4
Large Firms	79	43.2	32,632	31.5
All Size Firms	2,204	29.5	56,276	28.0
CHRISTMAS DAY				
Small Firms	6,303	100.4	45,451	99.7
Medium Size Firms	977	96.7	50,534	97.3
Large Firms	170	92.9	87,671	84.6
All Size Firms	7,450	99.7	183,656	91.3
NEW YEAR'S EVE DAY				
Small Firms	2,355	37.5	17,173	37.7
Medium Size Firms	318	31.5	12,556	24.2
Large Firms	64	35.0	33,242	32.1
All Size Firms	2,737	36.6	62,971	31.3
BIRTHDAY				
Small Firms	467	7.4	3,378	7.4
Medium Size Firms	107	10.6	6,504	12.5
Large Firms	15	8.2	35,117	33.9
All Size Firms	589	7.9	44,999	22.4
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	530	8.4	4,548	10.0
Medium Size Firms	184	18.2	8,006	15.4
Large Firms	65	35.5	40,599	39.2
All Size Firms	779	10.4	53,153	26.4
OTHER (please name)				
Small Firms	283	4.5	1,504	3.3
Medium Size Firms	111	11.0	6,170	11.9
Large Firms	22	12.0	26,899	25.9
All Size Firms	416	5.6	34,573	17.2
Offering Holiday(s) Totals				
Subtotal of Small Firms	6,279	100.0	45,566	100.0
Subtotal of Medium Size Firms	1,010	100.0	51,922	100.0
Subtotal of Large Firms	183	100.0	103,674	100.0
Grand Total	7,472	100.0	201,252	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 611 services firms, or 85.2% of the services firms with full-time employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

SERVICES

Part-time Hourly

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

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NEW YEAR'S DAY				
Small Firms	2,732	90.0	9,828	86.1
Medium Size Firms	507	92.0	9,192	93.9
Large Firms	99	89.2	18,477	98.1
All Size Firms	3,338	90.3	37,497	93.7
MARTIN LUTHER KING DAY				
Small Firms	351	11.6	1,291	11.3
Medium Size Firms	108	19.6	1,919	19.6
Large Firms	36	32.4	7,375	39.1
All Size Firms	495	13.4	10,585	26.4
PRESIDENT'S DAY				
Small Firms	352	11.6	1,054	9.2
Medium Size Firms	90	16.3	1,757	17.9
Large Firms	28	25.2	6,176	32.8
All Size Firms	470	12.7	8,987	22.4
GOOD FRIDAY				
Small Firms	387	12.8	1,006	8.8
Medium Size Firms	110	20.0	1,591	16.3
Large Firms	31	27.9	9,663	51.3
All Size Firms	528	14.3	12,260	30.6
MEMORIAL DAY				
Small Firms	2,583	85.1	8,989	78.8
Medium Size Firms	452	82.0	8,561	87.5
Large Firms	98	88.3	17,854	94.8
All Size Firms	3,133	84.8	35,404	88.4
INDEPENDENCE DAY				
Small Firms	2,663	87.8	9,499	83.3
Medium Sized Firms	463	84.0	8,700	88.9
Large Firms	92	82.9	16,483	87.5
All Size Firms	3,218	87.1	34,682	86.6
LABOR DAY				
Small Firms	2,551	84.1	8,927	78.2
Medium Size Firms	433	78.6	8,103	82.8
Large Firms	96	86.5	18,041	95.8
All Size Firms	3,080	83.3	35,071	87.6
COLUMBUS DAY				
Small Firms	129	4.3	402	3.5
Medium Size Firms	42	7.6	1,428	14.6
Large Firms	12	10.8	915	4.9
All Size Firms	183	5.0	2,745	6.9
ELECTION DAY				
Small Firms	28	0.9	169	1.5
Medium Size Firms	8	1.5	141	1.4
All Size Firms	36	1.0	310	0.8

TABLE 2AB: Holidays, Services, Part-time Hourly (continued.)

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
VETERAN'S DAY				
Small Firms	238	7.8	604	5.3
Medium Size Firms	60	10.9	1,306	13.3
Large Firms	21	18.9	1,005	5.3
All Size Firms	319	8.6	2,915	7.3
THANKSGIVING DAY				
Small Firms	2,849	93.9	9,879	86.6
Medium Size Firms	518	94.0	9,181	93.8
Large Firms	103	92.8	18,483	98.1
All Size Firms	3,470	93.9	37,543	93.8
DAY AFTER THANKSGIVING				
Small Firms	1,398	46.1	3,861	33.8
Medium Size Firms	213	38.7	2,864	29.3
Large Firms	43	38.7	8,957	47.5
All Size Firms	1,654	44.8	15,682	39.2
CHRISTMAS EVE DAY				
Small Firms	1,050	34.6	3,104	27.2
Medium Size Firms	179	32.5	2,366	24.2
Large Firms	44	39.6	11,426	60.7
All Size Firms	1,273	34.4	16,896	42.2
CHRISTMAS DAY				
Small Firms	2,852	94.0	10,426	91.4
Medium Size Firms	517	93.8	9,218	94.2
Large Firms	94	84.7	15,555	82.6
All Size Firms	3,463	93.7	35,199	87.9
NEW YEAR'S EVE DAY				
Small Firms	1,111	36.6	3,803	33.3
Medium Size Firms	169	30.7	3,044	31.1
Large Firms	38	34.2	9,148	48.6
All Size Firms	1,318	35.7	15,995	40.0
BIRTHDAY				
Small Firms	293	9.7	1,084	9.5
Medium Size Firms	45	8.2	1,127	11.5
Large Firms	12	10.8	2,151	11.4
All Size Firms	350	9.5	4,362	10.9
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
Small Firms	248	8.2	569	5.0
Medium Size Firms	108	19.6	972	9.9
Large Firms	32	28.8	2,051	10.9
All Size Firms	388	10.5	3,592	9.0
OTHER (please name)				
Small Firms	126	4.2	641	5.6
Medium Size Firms	60	10.9	1,673	17.1
Large Firms	8	7.2	2,153	11.4
All Size Firms	194	5.2	4,467	11.2
Offering Holiday(s) Totals				
Subtotal of Small Firms	3,034	100.0	11,409	100.0
Subtotal of Medium Size Firms	551	100.0	9,789	100.0
Subtotal of Large Firms	111	100.0	18,838	100.0
Grand Total	3,696	100.0	40,036	100.0

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 335 services firms, or 48.9% of the services firms with part-time employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

SERVICES

Full-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	2,687	47.6	19,801	47.4
Medium Size Firms	361	36.4	17,743	35.5
Large Firms	69	38.5	38,618	37.5
All Size Firms	3,117	45.7	76,162	39.1
TIME AND ONE-HALF				
Small Firms	1,519	26.9	12,980	31.1
Medium Size Firms	351	35.4	19,371	38.8
Large Firms	59	33.0	43,528	42.3
All Size Firms	1,929	28.3	75,879	39.0
DOUBLE TIME				
Small Firms	616	10.9	5,680	13.6
Medium Size Firms	180	18.1	9,226	18.5
Large Firms	36	20.1	10,902	10.6
All Size Firms	832	12.2	25,808	13.3
OTHER (please describe)				
Small Firms	824	14.6	3,295	7.9
Medium Size Firms	100	10.1	3,626	7.3
Large Firms	15	8.4	9,865	9.6
All Size Firms	939	13.8	16,786	8.6
Subtotal of Small Firms	5,646	100.0	41,756	100.0
Subtotal of Medium Size Firms	992	100.0	49,966	100.0
Subtotal of Large Firms	179	100.0	102,913	100.0
Grand Total	6,817	100.0	194,635	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 552 firms, or 76.6% of the services firms with full-time hourly employees reported holiday pay.

SERVICES

Part-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
STRAIGHT TIME				
Small Firms	1,963	50.7	10,810	60.2
Medium Size Firms	239	34.3	8,779	46.2
Large Firms	61	43.6	9,346	34.1
All Size Firms	2,263	48.0	28,935	44.9
TIME AND ONE-HALF				
Small Firms	810	20.9	4,177	23.3
Medium Size Firms	265	38.1	6,598	34.7
Large Firms	34	24.3	9,201	33.6
All Size Firms	1,109	23.5	19,976	31.0
DOUBLE TIME				
Small Firms	329	8.5	599	3.3
Medium Size Firms	106	15.2	1,820	9.6
Large Firms	29	20.7	3,745	13.7
All Size Firms	464	9.8	6,164	9.6
OTHER (please describe)				
Small Firms	773	19.9	2,379	13.2
Medium Size Firms	86	12.4	1,814	9.5
Large Firms	16	11.4	5,130	18.7
All Size Firms	875	18.6	9,323	14.5
Subtotal of Small Firms	3,875	100.0	17,965	100.0
Subtotal of Medium Size Firms	696	100.0	19,011	100.0
Subtotal of Large Firms	140	100.0	27,422	100.0
Grand Total	4,711	100.0	64,398	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 412 firms, or 60.1% of the services firms with part-time hourly employees reported holiday pay.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	4,693	67	25,468	69
	Salaried Medium Size Firms	829	72	31,083	77
	Salaried Large Firms	156	71	63,740	87
	Salaried All Size Firms	5,678	68	120,291	80
	Yes				
	Salaried Small Firms	2,305	33	11,574	31
	Salaried Medium Size Firms	320	28	9,456	23
	Salaried Large Firms	65	29	9,561	13
	Salaried All Size Firms	2,690	32.1	30,591	20.3
	Subtotal of Salaried Small Firms	6,998	100.0	37,042	100.0
	Subtotal of Salaried Medium Size Firms	1,149	100.0	40,539	100.0
	Subtotal of Salaried Large Firms	221	100.0	73,301	100.0
Salaried Grand Total	8,368	100.0	150,882	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	4,740	65	34,264	65
	Full-time Hourly Medium Size Firms	888	75	44,084	75
	Full-time Hourly Large Firms	125	65	66,119	62
	Full-time Hourly All Size Firms	5,753	66	144,467	66
	Yes				
	Full-time Hourly Small Firms	2,544	35	18,695	35
	Full-time Hourly Medium Size Firms	297	25	14,948	25
	Full-time Hourly Large Firms	68	35	41,213	38
	Full-time Hourly All Size Firms	2,909	33.6	74,856	34.1
	Subtotal of Full-time Hourly Small Firms	7,284	100.0	52,959	100.0
	Subtotal of Full-time Hourly Medium Size Firms	1,185	100.0	59,032	100.0
	Subtotal of Full-time Hourly Large Firms	193	100.0	107,332	100.0
Full-time Hourly Grand Total	8,662	100.0	219,323	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	3,610	74	14,832	80
	Part-time Hourly Medium Size Firms	686	80	17,911	87
	Part-time Hourly Large Firms	98	70	10,221	59
	Part-time Hourly All Size Firms	4,394	75	42,964	76
	Yes				
	Part-time Hourly Small Firms	1,250	26	3,769	20
	Part-time Hourly Medium Size Firms	174	20	2,682	13
	Part-time Hourly Large Firms	42	30	7,018	41
	Part-time Hourly All Size Firms	1,466	25.0	13,469	23.9
	Subtotal of Part-time Hourly Small Firms	4,860	100.0	18,601	100.0
	Subtotal of Part-time Hourly Medium Size Firms	860	100.0	20,593	100.0
	Subtotal of Part-time Hourly Large Firms	140	100.0	17,239	100.0
Part-time Hourly Grand Total	5,860	100.0	56,433	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes services firms that have one or more employees that responded to this question. 835 services firms, or 98.8% of the services firms with employees responded to this question.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	1,999	76.0	17,786	60.5
	Yes				
	Salaried All Size Firms	632	24.0	11,597	39.5
	Salaried Grand Total	2,631	100.0	29,383	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	2,278	79.9	38,933	52.5
	Yes				
	Full-time Hourly All Size Firms	573	20.1	35,165	47.5
	Full-time Hourly Grand Total	2,851	100.0	74,098	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	918	72.3	4,715	36.0
	Yes				
	Part-time Hourly All Size Firms	352	27.7	8,385	64.0
	Part-time Hourly Grand Total	1,270	100.0	13,100	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 213 services firms, or 99.1% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	1,982	75.4	23,523	81.3
	Yes				
	Salaried All Size Firms	648	24.6	5,420	18.7
	Salaried Grand Total	2,630	100.0	28,943	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	2,076	74.2	61,753	83.5
	Yes				
	Full-time Hourly All Size Firms	720	25.8	12,190	16.5
	Full-time Hourly Grand Total	2,796	100.0	73,943	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	1,055	80.4	11,826	91.0
	Yes				
	Part-time Hourly All Size Firms	257	19.6	1,165	9.0
	Part-time Hourly Grand Total	1,312	100.0	12,991	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 208 services firms, or 96.7% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	5 DAYS or LESS				
	Salaried All Size Firms	634	25.6	5,699	19.4
	6 to 10 DAYS				
	Salaried All Size Firms	721	29.1	5,188	17.6
	11 to 15 DAYS				
	Salaried All Size Firms	603	24.3	7,589	25.8
	16 to 29 DAYS				
	Salaried All Size Firms	383	15.5	9,663	32.9
	30 or MORE DAYS				
Salaried All Size Firms	137	5.5	1,256	4.3	
	Salaried Grand Total	2,478	100.0	29,395	100.0
FULL-TIME HOURLY	5 DAYS or LESS				
	Full-time Hourly All Size Firms	951	36.0	10,792	15.0
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	611	23.1	11,851	16.4
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	465	17.6	8,278	11.5
	16 to 29 DAYS				
	Full-time Hourly All Size Firms	491	18.6	40,261	55.8
30 or MORE DAYS					
Full-time Hourly All Size Firms	125	4.7	991	1.4	
	Full-time Hourly Grand Total	2,643	100.0	72,173	100.0
PART-TIME HOURLY	5 DAYS or LESS				
	Part-time Hourly All Size Firms	315	27.2	3,386	29.0
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	324	27.9	1,208	10.3
	11 to 15 DAYS				
	Part-time Hourly All Size Firms	272	23.4	2,368	20.3
	16 to 29 DAYS				
	Part-time Hourly All Size Firms	210	18.1	4,389	37.5
30 or MORE DAYS					
Part-time Hourly All Size Firms	39	3.4	342	2.9	
	Part-time Hourly Grand Total	1,160	100.0	11,693	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 204 services firms, or 94.9% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	14 DAYS or LESS				
	Salaried All Size Firms	710	30.0	6,169	21.2
	15 to 24 DAYS				
	Salaried All Size Firms	952	40.2	9,004	30.9
	25 to 34 DAYS				
	Salaried All Size Firms	348	14.7	7,033	24.2
	35 or MORE DAYS				
Salaried All Size Firms	357	15.1	6,911	23.7	
	Salaried Grand Total	2,367	100.0	29,117	100.0
FULL-TIME HOURLY	14 DAYS or LESS				
	Full-time Hourly All Size Firms	692	28.0	9,043	12.6
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	1,115	45.1	14,662	20.5
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	266	10.8	28,239	39.4
	35 or MORE DAYS				
Full-time Hourly All Size Firms	398	16.1	19,659	27.5	
	Full-time Hourly Grand Total	2,471	100.0	71,603	100.0
PART-TIME HOURLY	14 DAYS or LESS				
	Part-time Hourly All Size Firms	468	41.7	2,307	19.9
	15 to 24 DAYS				
	Part-time Hourly All Size Firms	406	36.2	2,798	24.2
	25 to 34 DAYS				
	Part-time Hourly All Size Firms	100	8.9	2,875	24.9
	35 or MORE DAYS				
Part-time Hourly All Size Firms	147	13.1	3,587	31.0	
	Part-time Hourly Grand Total	1,121	100.0	11,567	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 200 services firms, or 93.0% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	815	32.3	6,851	23.9
	Yes				
	Salaried All Size Firms	1,709	67.7	21,827	76.1
	Salaried Grand Total	2,524	100.0	28,678	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	869	32.1	7,728	10.5
	Yes				
	Full-time Hourly All Size Firms	1,839	67.9	65,577	89.5
	Full-time Hourly Grand Total	2,708	100.0	73,305	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	314	26.8	2,063	16.7
	Yes				
	Part-time Hourly All Size Firms	856	73.2	10,277	83.3
	Part-time Hourly Grand Total	1,170	100.0	12,340	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 206 services firms, or 95.8% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	1,303	51.0	9,040	31.0
	Yes				
	Salaried All Size Firms	1,251	49.0	20,142	69.0
	Salaried Grand Total	2,554	100.0	29,182	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	2,278	79.9	38,933	52.5
	Yes				
	Full-time Hourly All Size Firms	573	20.1	35,165	47.5
	Full-time Hourly Grand Total	2,851	100.0	74,098	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	546	46.3	2,700	21.5
	Yes				
	Part-time Hourly All Size Firms	633	53.7	9,877	78.5
	Part-time Hourly Grand Total	1,179	100.0	12,577	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 205 services firms, or 95.3% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	10 DAYS or LESS				
	Salaried All Size Firms	388	31.1	3,317	16.7
	11 to 20 DAYS				
	Salaried All Size Firms	157	12.6	1,799	9.1
	21 OR MORE DAYS				
	Salaried All Size Firms	389	31.2	8,712	44.0
	Salaried Grand Total	1,247	100.0	19,821	100.0
FULL-TIME HOURLY	10 DAYS or LESS				
	Full-time Hourly All Size Firms	291	29.7	11,901	23.5
	11 to 20 DAYS				
	Full-time Hourly All Size Firms	174	17.8	4,055	8.0
	21 OR MORE DAYS				
	Full-time Hourly All Size Firms	271	27.7	19,280	38.0
	Full-time Hourly Grand Total	979	100.0	50,683	100.0
PART-TIME HOURLY	10 DAYS or LESS				
	Part-time Hourly All Size Firms	151	28.5	733	8.9
	11 to 20 DAYS				
	Part-time Hourly All Size Firms	85	16.1	806	9.8
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms	153	28.9	4,700	57.2
	Part-time Hourly Grand Total	529	100.0	8,223	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 147 services firms, or 98.7% of the applicable services firms responded to this question. Size categories are omitted from table.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried All Size Firms	1,810	70.7	21,648	72.2
	Yes				
	Salaried All Size Firms	750	29.3	8,336	27.8
	Salaried Grand Total	2,560	100.0	29,984	100.0
FULL-TIME HOURLY	No				
	Full-time Hourly All Size Firms	1,814	66.2	51,360	70.1
	Yes				
	Full-time Hourly All Size Firms	927	33.8	21,930	29.9
	Full-time Hourly Grand Total	2,741	100.0	73,290	100.0
PART-TIME HOURLY	No				
	Part-time Hourly All Size Firms	712	60.0	8,175	64.3
	Yes				
	Part-time Hourly All Size Firms	474	40.0	4,531	35.7
	Part-time Hourly Grand Total	1,186	100.0	12,706	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 208 services firms, or 96.7% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	355	8.2	1,385	5.9
Medium Size Firms	32	4.5	656	2.7
Large Firms	5	3.3	1,111	1.9
All Size Firms	392	7.6	3,152	2.9
LESS THAN 1 MONTH				
Small Firms	82	1.9	316	1.3
Medium Size Firms	19	2.6	1,447	5.9
Large Firms	7	4.6	4,855	8.2
All Size Firms	108	2.1	6,618	6.2
1 to 2 MONTHS				
Small Firms	31	0.7	327	1.4
Medium Size Firms	11	1.5	246	1.0
Large Firms	9	6.0	3,305	5.6
All Size Firms	51	1.0	3,878	3.6
3 to 6 MONTHS				
Small Firms	518	12.0	3,982	16.9
Medium Size Firms	124	17.3	6,801	27.8
Large Firms	63	41.7	21,469	36.2
All Size Firms	705	13.6	32,252	30.1
7 to 11 MONTHS				
Small Firms	357	8.3	2,949	12.5
Medium Size Firms	88	12.3	3,779	15.5
Large Firms	16	10.6	13,236	22.3
All Size Firms	461	8.9	19,964	18.6
12 MONTHS or MORE				
Small Firms	2,979	68.9	14,562	61.9
Medium Size Firms	444	61.8	11,529	47.1
Large Firms	51	33.8	15,267	25.8
All Size Firms	3,474	66.9	41,358	38.6
Subtotal of Small Firms	4,322	100.0	23,521	100.0
Subtotal of Medium Size Firms	718	100.0	24,458	100.0
Subtotal of Large Firms	151	100.0	59,243	100.0
Grand Total	5,191	100.0	107,222	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 432 services firms, or 87.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	362	8.2	2,346	7.4
Medium Size Firms	50	6.2	2,392	5.8
Large Firms	2	1.9	257	0.4
All Size Firms	414	7.8	4,995	3.7
LESS THAN 1 MONTH				
Small Firms	58	1.3	215	0.7
Medium Size Firms	15	1.9	299	0.7
Large Firms	2	1.9	515	0.8
All Size Firms	75	1.4	1,029	0.8
1 to 2 MONTHS				
Small Firms	55	1.3	219	0.7
Medium Size Firms	10	1.2	540	1.3
Large Firms	5	4.8	930	1.5
All Size Firms	70	1.3	1,689	1.3
3 to 6 MONTHS				
Small Firms	419	9.5	2,756	8.7
Medium Size Firms	145	17.9	6,496	15.7
Large Firms	49	46.7	48,096	79.0
All Size Firms	613	11.5	57,348	42.8
7 to 11 MONTHS				
Small Firms	293	6.7	1,127	3.6
Medium Size Firms	96	11.9	3,876	9.4
Large Firms	9	8.6	1,073	1.8
All Size Firms	398	7.5	6,076	4.5
12 MONTHS or MORE				
Small Firms	3,206	73.0	24,959	78.9
Medium Size Firms	494	61.0	27,738	67.1
Large Firms	38	36.2	10,001	16.4
All Size Firms	3,738	70.4	62,698	46.8
Subtotal of Small Firms	4,393	100.0	31,622	100.0
Subtotal of Medium Size Firms	810	100.0	41,341	100.0
Subtotal of Large Firms	105	100.0	60,872	100.0
Grand Total	5,308	100.0	133,835	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 429 services firms, or 89.6% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO PAID VACATION OFFERED				
Small Firms	790	32.6	3,711	34.3
Medium Size Firms	94	26.4	5,323	51.1
Large Firms	3	7.7	775	13.4
All Size Firms	887	31.5	9,809	36.3
LESS THAN 1 MONTH				
Medium Size Firms	4	1.1	27	0.3
All Size Firms	4	0.1	27	0.1
1 to 2 MONTHS				
Small Firms	15	0.6	63	0.6
Medium Size Firms	8	2.2	69	0.7
Large Firms	3	7.7	271	4.7
All Size Firms	26	0.9	403	1.5
3 to 6 MONTHS				
Small Firms	144	5.9	449	4.1
Medium Size Firms	27	7.6	580	5.6
Large Firms	14	35.9	1,906	33.1
All Size Firms	185	6.6	2,935	10.9
7 to 11 MONTHS				
Small Firms	197	8.1	446	4.1
Medium Size Firms	59	16.6	1,206	11.6
Large Firms	3	7.7	57	1.0
All Size Firms	259	9.2	1,709	6.3
12 MONTHS or MORE				
Small Firms	1,278	52.7	6,166	56.9
Medium Size Firms	164	46.1	3,208	30.8
Large Firms	16	41.0	2,758	47.8
All Size Firms	1,458	51.7	12,132	44.9
Subtotal of Small Firms	2,424	100.0	10,835	100.0
Subtotal of Medium Size Firms	356	100.0	10,413	100.0
Subtotal of Large Firms	39	100.0	5,767	100.0
Grand Total	2,819	100.0	27,015	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 214 services firms, or 56.3% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	572	13.7	4,282	18.3
Medium Size Firms	65	9.4	1,281	5.3
Large Firms	2	1.3	4	0.0
All Size Firms	639	12.7	5,567	5.1
11 MONTHS or LESS				
Small Firms	325	7.8	2,364	10.1
Medium Size Firms	37	5.3	1,861	7.7
Large Firms	40	26.7	17,818	28.8
All Size Firms	402	8.0	22,043	20.2
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	1,679	40.2	10,748	45.9
Medium Size Firms	321	46.3	15,697	65.1
Large Firms	93	62.0	36,640	59.3
All Size Firms	2,093	41.7	63,085	57.7
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	929	22.3	3,840	16.4
Medium Size Firms	129	18.6	2,594	10.8
Large Firms	8	5.3	5,821	9.4
All Size Firms	1,066	21.2	12,255	11.2
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	338	8.1	1,456	6.2
Medium Size Firms	64	9.2	1,259	5.2
Large Firms	3	2.0	1,095	1.8
All Size Firms	405	8.1	3,810	3.5
4 or MORE YEARS				
Small Firms	332	8.0	735	3.1
Medium Size Firms	77	11.1	1,412	5.9
Large Firms	4	2.7	432	0.7
All Size Firms	413	8.2	2,579	2.4
Subtotal of Small Firms	4,175	100.0	23,425	100.0
Subtotal of Medium Size Firms	693	100.0	24,104	100.0
Subtotal of Large Firms	150	100.0	61,810	100.0
Grand Total	5,018	100.0	109,339	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 392 services firms, or 97.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	669	15.8	6,197	22.1
Medium Size Firms	73	8.9	3,512	8.5
All Size Firms	742	14.4	9,709	7.3
11 MONTHS or LESS				
Small Firms	189	4.5	713	2.5
Medium Size Firms	37	4.5	1,141	2.8
Large Firms	28	24.1	17,837	27.9
All Size Firms	254	4.9	19,691	14.8
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	1,571	37.2	8,060	28.8
Medium Size Firms	339	41.5	16,856	41.0
Large Firms	65	56.0	39,174	61.3
All Size Firms	1,975	38.3	64,090	48.2
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	1,094	25.9	8,168	29.2
Medium Size Firms	169	20.7	9,174	22.3
Large Firms	12	10.3	2,338	3.7
All Size Firms	1,275	24.7	19,680	14.8
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	258	6.1	1,463	5.2
Medium Size Firms	71	8.7	4,233	10.3
Large Firms	4	3.4	1,622	2.5
All Size Firms	333	6.5	7,318	5.5
4 or MORE YEARS				
Small Firms	441	10.4	3,411	12.2
Medium Size Firms	128	15.7	6,194	15.1
Large Firms	7	6.0	2,935	4.6
All Size Firms	576	11.2	12,540	9.4
Subtotal of Small Firms	4,222	100.0	28,012	100.0
Subtotal of Medium Size Firms	817	100.0	41,110	100.0
Subtotal of Large Firms	116	100.0	63,906	100.0
Grand Total	5,155	100.0	133,028	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 396 services firms, or 98.0% of the applicable services firms responded to this question. Size categories with no firms are omitted from this table.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER TWO WEEKS of PAID VACATION				
Small Firms	629	30.8	2,822	32.2
Medium Size Firms	102	28.7	3,542	41.9
Large Firms	2	4.4	645	12.1
All Size Firms	733	30.1	7,009	31.1
11 MONTHS or LESS				
Small Firms	123	6.0	327	3.7
Medium Size Firms	7	2.0	60	0.7
Large Firms	7	15.6	1,417	26.7
All Size Firms	137	5.6	1,804	8.0
1 YEAR to 1 YEAR & 11 MONTHS				
Small Firms	628	30.8	1,857	21.2
Medium Size Firms	96	27.0	1,260	14.9
Large Firms	23	51.1	1,379	25.9
All Size Firms	747	30.6	4,496	19.9
2 YEARS to 2 YEARS & 11 MONTHS				
Small Firms	456	22.4	2,297	26.2
Medium Size Firms	77	21.7	2,022	23.9
Large Firms	3	6.7	798	15.0
All Size Firms	536	22.0	5,117	22.7
3 YEARS to 3 YEARS & 11 MONTHS				
Small Firms	85	4.2	225	2.6
Medium Size Firms	23	6.5	440	5.2
Large Firms	5	11.1	1,001	18.8
All Size Firms	113	4.6	1,666	7.4
4 or MORE YEARS				
Small Firms	118	5.8	1,238	14.1
Medium Size Firms	50	14.1	1,135	13.4
Large Firms	5	11.1	77	1.4
All Size Firms	173	7.1	2,450	10.9
Subtotal of Small Firms	2,039	100.0	8,766	100.0
Subtotal of Medium Size Firms	355	100.0	8,459	100.0
Subtotal of Large Firms	45	100.0	5,317	100.0
Grand Total	2,439	100.0	22,542	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 149 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	2,142	52.4	11,503	49.5
Medium Size Firms	238	34.1	9,351	38.1
Large Firms	10	6.7	3,102	5.0
All Size Firms	2,390	48.4	23,956	21.9
3 YEARS or LESS				
Small Firms	373	9.1	2,919	12.6
Medium Size Firms	55	7.9	2,211	9.0
Large Firms	41	27.5	27,340	44.3
All Size Firms	469	9.5	32,470	29.6
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	963	23.6	5,023	21.6
Medium Size Firms	265	38.0	8,007	32.6
Large Firms	57	38.3	21,328	34.6
All Size Firms	1,285	26.0	34,358	31.4
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	467	11.4	2,940	12.6
Medium Size Firms	118	16.9	4,224	17.2
Large Firms	37	24.8	9,630	15.6
All Size Firms	622	12.6	16,794	15.3
12 or MORE YEARS				
Small Firms	144	3.5	873	3.8
Medium Size Firms	21	3.0	753	3.1
Large Firms	4	2.7	311	0.5
All Size Firms	169	3.4	1,937	1.8
Subtotal of Small Firms	4,089	100.0	23,258	100.0
Subtotal of Medium Size Firms	697	100.0	24,546	100.0
Subtotal of Large Firms	149	100.0	61,711	100.0
Grand Total	4,935	100.0	109,515	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 383 services firms, or 95.5% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	2,293	54.6	17,650	58.7
Medium Size Firms	270	34.4	12,755	31.9
Large Firms	8	7.0	1,699	2.7
All Size Firms	2,571	50.4	32,104	24.0
3 YEARS or LESS				
Small Firms	216	5.1	1,238	4.1
Medium Size Firms	53	6.8	2,237	5.6
Large Firms	14	12.2	17,779	28.0
All Size Firms	283	5.6	21,254	15.9
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	968	23.1	6,173	20.5
Medium Size Firms	253	32.2	14,478	36.3
Large Firms	40	34.8	35,338	55.6
All Size Firms	1,261	24.7	55,989	41.9
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	570	13.6	3,695	12.3
Medium Size Firms	163	20.8	8,182	20.5
Large Firms	44	38.3	7,894	12.4
All Size Firms	777	15.2	19,771	14.8
12 or MORE YEARS				
Small Firms	151	3.6	1,316	4.4
Medium Size Firms	46	5.9	2,279	5.7
Large Firms	9	7.8	885	1.4
All Size Firms	206	4.0	4,480	3.4
Subtotal of Small Firms	4,198	100.0	30,072	100.0
Subtotal of Medium Size Firms	785	100.0	39,931	100.0
Subtotal of Large Firms	115	100.0	63,595	100.0
Grand Total	5,098	100.0	133,598	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 385 services firms, or 95.3% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER THREE WEEKS of PAID VACATION				
Small Firms	1,693	69.0	6,656	68.9
Medium Size Firms	224	58.8	5,090	59.3
Large Firms	9	17.3	1,083	18.3
All Size Firms	1,926	66.8	12,829	53.1
3 YEARS or LESS				
Small Firms	164	6.7	355	3.7
Medium Size Firms	8	2.1	19	0.2
Large Firms	7	13.5	1,404	23.8
All Size Firms	179	6.2	1,778	7.4
4 YEARS TO 7 YEARS & 11 MONTHS				
Small Firms	294	12.0	671	6.9
Medium Size Firms	93	24.4	2,166	25.3
Large Firms	18	34.6	931	15.8
All Size Firms	405	14.0	3,768	15.6
8 YEARS TO 11 YEARS 11 MONTHS				
Small Firms	210	8.6	1,284	13.3
Medium Size Firms	47	12.3	976	11.4
Large Firms	13	25.0	1,491	25.3
All Size Firms	270	9.4	3,751	15.5
12 or MORE YEARS				
Small Firms	91	3.7	698	7.2
Medium Size Firms	9	2.4	327	3.8
Large Firms	5	9.6	993	16.8
All Size Firms	105	3.6	2,018	8.4
Subtotal of Small Firms	2,452	100.0	9,664	100.0
Subtotal of Medium Size Firms	381	100.0	8,578	100.0
Subtotal of Large Firms	52	100.0	5,902	100.0
Grand Total	2,885	100.0	24,144	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 149 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	2,985	76.4	17,506	77.7
Medium Size Firms	470	66.3	16,457	65.9
Large Firms	40	24.5	13,061	23.6
All Size Firms	3,495	73.1	47,024	45.7
9 YEARS or LESS				
Small Firms	177	4.5	1,317	5.8
Medium Size Firms	41	5.8	1,932	7.7
Large Firms	37	22.7	27,050	48.8
All Size Firms	255	5.3	30,299	29.4
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	519	13.3	2,180	9.7
Medium Size Firms	170	24.0	4,861	19.5
Large Firms	59	36.2	15,309	27.6
All Size Firms	748	15.6	22,350	21.7
16 or MORE YEARS				
Small Firms	227	5.8	1,522	6.8
Medium Size Firms	28	3.9	1,714	6.9
Large Firms	8	4.9	1,619	2.9
All Size Firms	263	5.5	4,855	4.7
Subtotal of Small Firms	3,908	100.0	22,525	100.0
Subtotal of Medium Size Firms	709	100.0	24,964	100.0
Subtotal of Large Firms	163	100.0	55,447	100.0
Grand Total	4,780	100.0	102,936	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 23 services firms, or 92.0% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	3,232	79.7	22,347	75.6
Medium Size Firms	549	72.5	29,510	75.6
Large Firms	48	37.5	10,998	17.9
All Size Firms	3,829	77.5	62,855	48.3
9 YEARS or LESS				
Small Firms	90	2.2	673	2.3
Medium Size Firms	30	4.0	1,338	3.4
Large Firms	10	7.8	14,548	23.7
All Size Firms	130	2.6	16,559	12.7
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	432	10.7	3,826	12.9
Medium Size Firms	144	19.0	6,934	17.8
Large Firms	43	33.6	35,918	58.4
All Size Firms	619	12.5	46,678	35.9
16 or MORE YEARS				
Small Firms	299	7.4	2,721	9.2
Medium Size Firms	34	4.5	1,259	3.2
Large Firms	12	9.4	1,950	3.2
All Size Firms	345	7.0	5,930	4.6
Subtotal of Small Firms	4,053	100.0	29,567	100.0
Subtotal of Medium Size Firms	757	100.0	39,041	100.0
Subtotal of Large Firms	128	100.0	61,491	100.0
Grand Total	4,938	100.0	130,099	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 376 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER FOUR WEEKS of PAID VACATION				
Small Firms	2,286	87.8	8,350	80.1
Medium Size Firms	349	77.2	7,318	75.6
Large Firms	28	36.8	2,309	49.0
All Size Firms	2,663	85.0	17,977	72.5
9 YEARS or LESS				
Small Firms	56	2.1	74	0.7
Medium Size Firms	11	2.4	74	0.8
Large Firms	7	9.2	1,404	29.8
All Size Firms	74	2.4	1,552	6.3
10 YEARS TO 15 YEARS & 11 MONTHS				
Small Firms	111	4.3	267	2.6
Medium Size Firms	76	16.8	1,946	20.1
Large Firms	14	18.4	973	20.6
All Size Firms	201	6.4	3,186	12.8
16 or MORE YEARS				
Small Firms	152	5.8	1,730	16.6
Medium Size Firms	16	3.5	339	3.5
Large Firms	6	7.9	1,749	37.1
All Size Firms	174	5.6	3,818	15.4
Subtotal of Small Firms	2,605	100.0	10,421	100.0
Subtotal of Medium Size Firms	452	100.0	9,677	100.0
Subtotal of Large Firms	76	100.0	4,713	100.0
Grand Total	3,133	100.0	24,811	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 153 services firms, or 95.6% of the applicable services firms responded to this question.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	3,081	74.8	17,918	77.8
	Salaried Medium Size Firms	569	76.8	24,015	90.8
	Salaried Large Firms	147	96.1	57,122	91.2
	Salaried All Size Firms	3,797	75.8	99,055	88.3
	Yes				
	Salaried Small Firms	1,036	25.2	5,108	22.2
	Salaried Medium Size Firms	172	23.2	2,432	9.2
	Salaried Large Firms	6	3.9	5,539	8.8
	Salaried All Size Firms	1,214	24.2	13,079	11.7
	Subtotal of Salaried Small Firms	4,117	100.0	23,026	100.0
	Subtotal of Salaried Medium Size Firms	741	100.0	26,447	100.0
	Subtotal of Salaried Large Firms	153	100.0	62,661	100.0
Salaried Grand Total	5,011	100.0	112,134	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	2,946	70.5	17,882	60.0
	Full-time Hourly Medium Size Firms	613	74.8	29,835	72.5
	Full-time Hourly Large Firms	106	91.4	48,499	76.0
	Full-time Hourly All Size Firms	3,665	71.6	96,216	71.4
	Yes				
	Full-time Hourly Small Firms	1,235	29.5	11,920	40.0
	Full-time Hourly Medium Size Firms	206	25.2	11,304	27.5
	Full-time Hourly Large Firms	10	8.6	15,330	24.0
	Full-time Hourly All Size Firms	1,451	28.4	38,554	28.6
	Subtotal of Full-time Hourly Small Firms	4,181	100.0	29,802	100.0
	Subtotal of Full-time Hourly Medium Size Firms	819	100.0	41,139	100.0
	Subtotal of Full-time Hourly Large Firms	116	100.0	63,829	100.0
Full-time Hourly Grand Total	5,116	100.0	134,770	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	1,886	74.4	7,853	73.7
	Part-time Hourly Medium Size Firms	372	78.6	8,069	75.7
	Part-time Hourly Large Firms	69	87.3	7,465	80.9
	Part-time Hourly All Size Firms	2,327	75.4	23,387	76.6
	Yes				
	Part-time Hourly Small Firms	650	25.6	2,808	26.3
	Part-time Hourly Medium Size Firms	101	21.4	2,589	24.3
	Part-time Hourly Large Firms	10	12.7	1,767	19.1
	Part-time Hourly All Size Firms	761	24.6	7,164	23.4
	Subtotal of Part-time Hourly Small Firms	2,536	100.0	10,661	100.0
	Subtotal of Part-time Hourly Medium Size Firms	473	100.0	10,658	100.0
	Subtotal of Part-time Hourly Large Firms	79	100.0	9,232	100.0
Part-time Hourly Grand Total	3,088	100.0	30,551	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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 95 to question thirteen. 505 services firms, or 97.7% of the applicable services firms responded to this question.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	2,916	70.0	15,947	68.1
	Salaried Medium Size Firms	491	66.3	16,372	62.9
	Salaried Large Firms	46	31.5	6,297	10.3
	Salaried All Size Firms	3,453	68.3	38,616	35.0
	Yes				
	Salaried Small Firms	1,250	30.0	7,463	31.9
	Salaried Medium Size Firms	250	33.7	9,648	37.1
	Salaried Large Firms	100	68.5	54,556	89.7
	Salaried All Size Firms	1,600	31.7	71,667	65.0
	Subtotal of Salaried Small Firms	4,166	100.0	23,410	100.0
	Subtotal of Salaried Medium Size Firms	741	100.0	26,020	100.0
	Subtotal of Salaried Large Firms	146	100.0	60,853	100.0
Salaried Grand Total	5,053	100.0	110,283	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	3,018	70.4	22,701	74.0
	Full-time Hourly Medium Size Firms	556	67.6	26,211	63.3
	Full-time Hourly Large Firms	47	41.2	32,804	51.6
	Full-time Hourly All Size Firms	3,621	69.4	81,716	60.2
	Yes				
	Full-time Hourly Small Firms	1,267	29.6	7,992	26.0
	Full-time Hourly Medium Size Firms	266	32.4	15,217	36.7
	Full-time Hourly Large Firms	67	58.8	30,745	48.4
	Full-time Hourly All Size Firms	1,600	30.6	53,954	39.8
	Subtotal of Full-time Hourly Small Firms	4,285	100.0	30,693	100.0
	Subtotal of Full-time Hourly Medium Size Firms	822	100.0	41,428	100.0
	Subtotal of Full-time Hourly Large Firms	114	100.0	63,549	100.0
Full-time Hourly Grand Total	5,221	100.0	135,670	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	1,872	74.3	8,502	78.6
	Part-time Hourly Medium Size Firms	353	75.6	7,223	73.5
	Part-time Hourly Large Firms	38	52.1	3,722	45.6
	Part-time Hourly All Size Firms	2,263	74.0	19,447	67.5
	Yes				
	Part-time Hourly Small Firms	647	25.7	2,308	21.4
	Part-time Hourly Medium Size Firms	114	24.4	2,599	26.5
	Part-time Hourly Large Firms	35	47.9	4,438	54.4
	Part-time Hourly All Size Firms	796	26.0	9,345	32.5
	Subtotal of Part-time Hourly Small Firms	2,519	100.0	10,810	100.0
	Subtotal of Part-time Hourly Medium Size Firms	467	100.0	9,822	100.0
	Subtotal of Part-time Hourly Large Firms	73	100.0	8,160	100.0
Part-time Hourly Grand Total	3,059	100.0	28,792	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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 36 to question thirteen. 511 services firms, or 98.8% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	453	36.7	3,126	42.0
Medium Size Firms	84	34.7	2,851	32.3
Large Firms	34	35.1	9,059	19.2
All Size Firms	571	36.3	15,036	23.7
11 TO 30 DAYS				
Small Firms	388	31.4	2,537	34.0
Medium Size Firms	66	27.3	3,635	41.2
Large Firms	35	36.1	31,022	65.9
All Size Firms	489	31.1	37,194	58.7
31 DAYS OR OVER				
Small Firms	58	4.7	489	6.6
Medium Size Firms	24	9.9	400	4.5
Large Firms	14	14.4	6,989	14.8
All Size Firms	96	6.1	7,878	12.4
NO MAXIMUM or LIMIT				
Small Firms	335	27.1	1,299	17.4
Medium Size Firms	68	28.1	1,945	22.0
Large Firms	14	14.4	6,819	14.5
All Size Firms	417	26.5	10,063	15.9
Subtotal of Small Firms	1,234	100.0	7,451	100.0
Subtotal of Medium Size Firms	242	100.0	8,831	100.0
Subtotal of Large Firms	97	100.0	47,097	100.0
Grand Total	1,573	100.0	63,379	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. Services 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 to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 15 services firms, or 97.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	576	46.0	2,111	26.5
Medium Size Firms	93	35.9	6,423	44.2
Large Firms	25	38.5	9,227	31.1
All Size Firms	694	44.1	17,761	34.0
11 TO 30 DAYS				
Small Firms	274	21.9	2,421	30.3
Medium Size Firms	55	21.2	3,237	22.3
Large Firms	20	30.8	5,796	19.5
All Size Firms	349	22.2	11,454	22.0
31 DAYS OR OVER				
Small Firms	37	3.0	305	3.8
Medium Size Firms	23	8.9	1,126	7.8
Large Firms	12	18.5	14,629	49.3
All Size Firms	72	4.6	16,060	30.8
NO MAXIMUM or LIMIT				
Small Firms	364	29.1	3,143	39.4
Medium Size Firms	88	34.0	3,730	25.7
Large Firms	8	12.3	674	2.3
All Size Firms	460	29.2	7,547	14.5
Subtotal of Small Firms	1,251	100.0	7,980	100.0
Subtotal of Medium Size Firms	259	100.0	14,516	100.0
Subtotal of Large Firms	65	100.0	29,679	100.0
Grand Total	1,575	100.0	52,175	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. Services 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 to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 132 services firms, or 97.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
10 DAYS OR LESS				
Small Firms	184	29.2	384	17.1
Medium Size Firms	40	35.1	686	26.4
Large Firms	8	28.6	254	6.5
All Size Firms	232	30.1	1,324	15.1
11 TO 30 DAYS				
Small Firms	149	23.7	847	37.7
Medium Size Firms	16	14.0	255	9.8
Large Firms	12	42.9	2,166	55.0
All Size Firms	177	22.9	3,268	37.2
31 DAYS OR OVER				
Small Firms	21	3.3	325	14.5
Medium Size Firms	11	9.6	128	4.9
Large Firms	8	28.6	1,489	37.8
All Size Firms	40	5.2	1,942	22.1
NO MAXIMUM or LIMIT				
Small Firms	276	43.8	691	30.8
Medium Size Firms	47	41.2	1,530	58.9
All Size Firms	323	41.8	2,221	25.3
Subtotal of Small Firms	630	100.0	2,247	100.0
Subtotal of Medium Size Firms	114	100.0	2,599	100.0
Subtotal of Large Firms	28	100.0	3,936	100.0
Grand Total	772	100.0	8,782	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. Services firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 61 services firms, or 98.4% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,854	42.3	6,159	25.4
Medium Size Firms	171	21.2	2,104	7.1
Large Firms	7	4.5	43	0.1
All Size Firms	2,032	38.0	8,306	7.1
5 DAYS or LESS				
Small Firms	1,012	23.1	4,865	20.0
Medium Size Firms	153	19.0	2,686	9.0
Large Firms	18	11.7	6,889	10.9
All Size Firms	1,183	22.1	14,440	12.3
6 to 9 DAYS				
Small Firms	560	12.8	3,240	13.3
Medium Size Firms	105	13.0	3,797	12.8
Large Firms	38	24.7	5,852	9.3
All Size Firms	703	13.1	12,889	11.0
10 to 14 DAYS				
Small Firms	769	17.5	8,294	34.1
Medium Size Firms	340	42.1	20,011	67.3
Large Firms	59	38.3	25,715	40.8
All Size Firms	1,168	21.8	54,020	46.1
15 or MORE DAYS				
Small Firms	191	4.4	1,732	7.1
Medium Size Firms	38	4.7	1,121	3.8
Large Firms	32	20.8	24,598	39.0
All Size Firms	261	4.9	27,451	23.4
Subtotal of Small Firms	4,386	100.0	24,290	100.0
Subtotal of Medium Size Firms	807	100.0	29,719	100.0
Subtotal of Large Firms	154	100.0	63,097	100.0
Grand Total	5,347	100.0	117,106	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 466 services firms, or 94.7% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,095	48.4	15,220	50.0
Medium Size Firms	259	30.7	15,023	35.5
Large Firms	13	11.2	2,169	3.4
All Size Firms	2,367	44.8	32,412	23.8
5 DAYS or LESS				
Small Firms	956	22.1	5,070	16.7
Medium Size Firms	127	15.1	6,803	16.1
Large Firms	13	11.2	4,797	7.5
All Size Firms	1,096	20.7	16,670	12.2
6 to 9 DAYS				
Small Firms	652	15.1	5,141	16.9
Medium Size Firms	93	11.0	4,810	11.4
Large Firms	30	25.9	40,097	63.0
All Size Firms	775	14.7	50,048	36.7
10 to 14 DAYS				
Small Firms	584	13.5	4,794	15.8
Medium Size Firms	327	38.8	13,248	31.3
Large Firms	46	39.7	13,113	20.6
All Size Firms	957	18.1	31,155	22.8
15 or MORE DAYS				
Small Firms	41	0.9	190	0.6
Medium Size Firms	37	4.4	2,450	5.8
Large Firms	14	12.1	3,434	5.4
All Size Firms	92	1.7	6,074	4.5
Subtotal of Small Firms	4,328	100.0	30,415	100.0
Subtotal of Medium Size Firms	843	100.0	42,334	100.0
Subtotal of Large Firms	116	100.0	63,610	100.0
Grand Total	5,287	100.0	136,359	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are services firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 443 services firms, or 92.5% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,028	68.0	9,620	76.0
Medium Size Firms	224	46.8	8,467	65.4
Large Firms	5	8.1	999	13.2
All Size Firms	2,257	64.0	19,086	57.6
5 DAYS or LESS				
Small Firms	373	12.5	1,622	12.8
Medium Size Firms	65	13.6	1,004	7.8
Large Firms	9	14.5	1,114	14.8
All Size Firms	447	12.7	3,740	11.3
6 to 9 DAYS				
Small Firms	267	9.0	519	4.1
Medium Size Firms	44	9.2	679	5.2
Large Firms	22	35.5	3,237	42.9
All Size Firms	333	9.4	4,435	13.4
10 to 14 DAYS				
Small Firms	212	7.1	743	5.9
Medium Size Firms	127	26.5	2,645	20.4
Large Firms	24	38.7	2,194	29.1
All Size Firms	363	10.3	5,582	16.8
15 or MORE DAYS				
Small Firms	103	3.5	160	1.3
Medium Size Firms	19	4.0	154	1.2
Large Firms	2	3.2	6	0.1
All Size Firms	124	3.5	320	1.0
Subtotal of Small Firms	2,983	100.0	12,664	100.0
Subtotal of Medium Size Firms	479	100.0	12,949	100.0
Subtotal of Large Firms	62	100.0	7,550	100.0
Grand Total	3,524	100.0	33,163	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are services firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 277 services firms, or 72.9% of the applicable services firms responded to this question.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	1,563	56.4	9,950	49.8
	Salaried Medium Size Firms	232	35.5	5,251	18.6
	Salaried Large Firms	19	12.7	14,261	23.2
	Salaried All Size Firms	1,814	50.8	29,462	26.9
	Yes				
	Salaried Small Firms	1,206	43.6	10,033	50.2
	Salaried Medium Size Firms	421	64.5	23,037	81.4
	Salaried Large Firms	131	87.3	47,151	76.8
	Salaried All Size Firms	1,758	49.2	80,221	73.1
	Subtotal of Salaried Small Firms	2,769	100.0	19,983	100.0
	Subtotal of Salaried Medium Size Firms	653	100.0	28,288	100.0
	Subtotal of Salaried Large Firms	150	100.0	61,412	100.0
Salaried Grand Total	3,572	100.0	109,683	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	1,663	61.8	11,565	63.4
	Full-time Hourly Medium Size Firms	251	39.3	12,512	39.8
	Full-time Hourly Large Firms	17	14.7	28,129	44.2
	Full-time Hourly All Size Firms	1,931	56.1	52,206	46.1
	Yes				
	Full-time Hourly Small Firms	1,026	38.2	6,676	36.6
	Full-time Hourly Medium Size Firms	387	60.7	18,953	60.2
	Full-time Hourly Large Firms	99	85.3	35,480	55.8
	Full-time Hourly All Size Firms	1,512	43.9	61,109	53.9
	Subtotal of Full-time Hourly Small Firms	2,689	100.0	18,241	100.0
	Subtotal of Full-time Hourly Medium Size Firms	638	100.0	31,465	100.0
	Subtotal of Full-time Hourly Large Firms	116	100.0	63,609	100.0
Full-time Hourly Grand Total	3,443	100.0	113,315	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	1,143	70.6	4,008	75.0
	Part-time Hourly Medium Size Firms	150	45.5	3,111	53.0
	Part-time Hourly Large Firms	16	23.5	1,730	22.2
	Part-time Hourly All Size Firms	1,309	64.9	8,849	46.6
	Yes				
	Part-time Hourly Small Firms	477	29.4	1,338	25.0
	Part-time Hourly Medium Size Firms	180	54.5	2,760	47.0
	Part-time Hourly Large Firms	52	76.5	6,048	77.8
	Part-time Hourly All Size Firms	709	35.1	10,146	53.4
	Subtotal of Part-time Hourly Small Firms	1,620	100.0	5,346	100.0
	Subtotal of Part-time Hourly Medium Size Firms	330	100.0	5,871	100.0
	Subtotal of Part-time Hourly Large Firms	68	100.0	7,778	100.0
Part-time Hourly Grand Total	2,018	100.0	18,995	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 408 services firms, or 98.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	59	4.9	526	5.2
Medium Size Firms	4	1.0	14	0.1
Large Firms	6	4.9	253	0.6
All Size Firms	69	4.0	793	1.0
6 to 14 DAYS				
Small Firms	102	8.5	686	6.8
Medium Size Firms	31	7.4	651	2.8
Large Firms	9	7.3	240	0.5
All Size Firms	142	8.1	1,577	2.0
15 to 29 DAYS				
Small Firms	134	11.1	948	9.4
Medium Size Firms	18	4.3	544	2.4
All Size Firms	152	8.7	1,492	1.9
30 or MORE DAYS				
Small Firms	488	40.5	5,024	50.1
Medium Size Firms	278	66.5	17,442	76.0
Large Firms	56	45.5	21,785	48.9
All Size Firms	822	47.1	44,251	57.1
NO MAXIMUM or LIMIT				
Small Firms	422	35.0	2,849	28.4
Medium Size Firms	87	20.8	4,309	18.8
Large Firms	52	42.3	22,251	50.0
All Size Firms	561	32.1	29,409	37.9
Subtotal of Small Firms	1,205	100.0	10,033	100.0
Subtotal of Medium Size Firms	418	100.0	22,960	100.0
Subtotal of Large Firms	123	100.0	44,529	100.0
Grand Total	1,746	100.0	77,522	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. Services firms that are included in this table met the following criteria: they had one or more salary employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 252 services firms, or 98.4% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	90	8.8	655	9.8
Medium Size Firms	4	1.0	233	1.3
Large Firms	6	6.6	836	2.5
All Size Firms	100	6.7	1,724	2.9
6 to 14 DAYS				
Small Firms	172	16.8	1,209	18.1
Medium Size Firms	39	10.2	2,645	14.5
Large Firms	13	14.3	3,826	11.3
All Size Firms	224	14.9	7,680	13.1
15 to 29 DAYS				
Small Firms	91	8.9	640	9.6
Medium Size Firms	21	5.5	1,681	9.2
Large Firms	1	1.1	294	0.9
All Size Firms	113	7.5	2,615	4.4
30 or MORE DAYS				
Small Firms	387	37.7	3,408	51.0
Medium Size Firms	242	63.2	9,915	54.3
Large Firms	50	54.9	22,154	65.5
All Size Firms	679	45.3	35,477	60.4
NO MAXIMUM or LIMIT				
Small Firms	286	27.9	764	11.4
Medium Size Firms	77	20.1	3,778	20.7
Large Firms	21	23.1	6,731	19.9
All Size Firms	384	25.6	11,273	19.2
Subtotal of Small Firms	1,026	100.0	6,676	100.0
Subtotal of Medium Size Firms	383	100.0	18,252	100.0
Subtotal of Large Firms	91	100.0	33,841	100.0
Grand Total	1,500	100.0	58,769	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. Services firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 217 services firms, or 98.6% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
5 DAYS or LESS				
Small Firms	16	3.5	98	7.4
Medium Size Firms	4	2.3	58	2.2
All Size Firms	20	2.9	156	1.6
6 to 14 DAYS				
Small Firms	35	7.6	50	3.8
Medium Size Firms	17	9.9	345	13.1
Large Firms	10	19.6	275	4.6
All Size Firms	62	9.1	670	6.8
15 to 29 DAYS				
Small Firms	40	8.7	84	6.3
Medium Size Firms	6	3.5	222	8.5
All Size Firms	46	6.7	306	3.1
30 or MORE DAYS				
Small Firms	248	54.0	888	67.1
Medium Size Firms	98	57.0	939	35.7
Large Firms	32	62.7	4,240	71.0
All Size Firms	378	55.4	6,067	61.2
NO MAXIMUM or LIMIT				
Small Firms	120	26.1	203	15.3
Medium Size Firms	47	27.3	1,063	40.5
Large Firms	9	17.6	1,455	24.4
All Size Firms	176	25.8	2,721	27.4
Subtotal of Small Firms	459	100.0	1,323	100.0
Subtotal of Medium Size Firms	172	100.0	2,627	100.0
Subtotal of Large Firms	51	100.0	5,970	100.0
Grand Total	682	100.0	9,920	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. Services firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 113 services firms, or 95.8% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,957	56.8	11,033	38.1
Medium Size Firms	279	30.4	7,055	21.5
Large Firms	25	12.6	14,830	22.8
All Size Firms	3,261	51.6	32,918	26.0
YES, 1 to 3 DAYS				
Small Firms	1,927	37.0	15,394	53.2
Medium Size Firms	528	57.5	17,225	52.6
Large Firms	135	68.2	29,578	45.4
All Size Firms	2,590	41.0	62,197	49.1
YES, 4 to 7 DAYS				
Small Firms	297	5.7	2,229	7.7
Medium Size Firms	108	11.8	8,301	25.3
Large Firms	35	17.7	20,650	31.7
All Size Firms	440	7.0	31,180	24.6
YES, 8 DAYS and OVER				
Small Firms	24	0.5	273	0.9
Medium Size Firms	4	0.4	185	0.6
Large Firms	3	1.5	3,128	4.8
All Size Firms	31	0.5	3,586	2.8
Subtotal of Small Firms	5,205	100.0	28,929	100.0
Subtotal of Medium Size Firms	919	100.0	32,766	100.0
Subtotal of Large Firms	198	100.0	65,085	100.0
Grand Total	6,322	100.0	126,780	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. Services 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. 557 service firms, or 86.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	3,421	64.3	23,808	58.9
Medium Size Firms	358	36.6	18,520	36.1
Large Firms	20	12.5	9,071	10.5
All Size Firms	3,799	58.9	51,399	28.8
YES, 1 to 3 DAYS				
Small Firms	1,681	31.6	14,841	36.7
Medium Size Firms	518	53.0	27,692	54.0
Large Firms	114	71.3	66,826	77.2
All Size Firms	2,313	35.8	109,359	61.3
YES, 4 to 7 DAYS				
Small Firms	192	3.6	1,663	4.1
Medium Size Firms	101	10.3	5,039	9.8
Large Firms	24	15.0	10,680	12.3
All Size Firms	317	4.9	17,382	9.7
YES, 8 DAYS and OVER				
Small Firms	24	0.5	114	0.3
Large Firms	2	1.3	373	0.4
All Size Firms	26	0.4	487	0.3
Subtotal of Small Firms	5,318	100.0	40,426	100.0
Subtotal of Medium Size Firms	977	100.0	51,251	100.0
Subtotal of Large Firms	160	100.0	86,604	100.0
Grand Total	6,455	100.0	178,281	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. Services 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. 542 services firms, or 85.5% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,984	82.8	23,029	88.4
Medium Size Firms	512	51.8	18,320	70.5
Large Firms	30	20.3	5,496	31.6
All Size Firms	5,526	77.3	46,845	67.5
YES, 1 to 3 DAYS				
Small Firms	849	14.1	2,424	9.3
Medium Size Firms	387	39.2	6,808	26.2
Large Firms	80	54.1	9,702	55.8
All Size Firms	1,316	18.4	18,934	27.3
YES, 4 to 7 DAYS				
Small Firms	135	2.2	553	2.1
Medium Size Firms	89	9.0	857	3.3
Large Firms	38	25.7	2,148	12.4
All Size Firms	262	3.7	3,558	5.1
YES, 8 DAYS and OVER				
Small Firms	48	0.8	45	0.2
All Size Firms	48	0.7	45	0.1
Subtotal of Small Firms	6,016	100.0	26,051	100.0
Subtotal of Medium Size Firms	988	100.0	25,985	100.0
Subtotal of Large Firms	148	100.0	17,373	100.0
Grand Total	7,152	100.0	69,409	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. Services 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. 568 services firms, or 74.7% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,095	86.8	24,489	89.6
Medium Size Firms	706	79.1	24,888	77.0
Large Firms	125	66.5	39,116	59.6
All Size Firms	4,926	84.9	88,493	70.6
YES, 6 WEEKS or LESS				
Small Firms	242	5.1	1,520	5.6
Medium Size Firms	81	9.1	3,291	10.2
Large Firms	9	4.8	494	0.8
All Size Firms	332	5.7	5,305	4.2
YES, 7 to 13 WEEKS				
Small Firms	159	3.4	443	1.6
Medium Size Firms	53	5.9	2,115	6.5
Large Firms	28	14.9	15,767	24.0
All Size Firms	240	4.1	18,325	14.6
YES, 14 to 26 WEEKS				
Small Firms	204	4.3	831	3.0
Medium Size Firms	44	4.9	1,555	4.8
Large Firms	25	13.3	9,902	15.1
All Size Firms	273	4.7	12,288	9.8
MORE than 26 WEEKS				
Small Firms	19	0.4	40	0.1
Medium Size Firms	8	0.9	486	1.5
Large Firms	1	0.5	357	0.5
All Size Firms	28	0.5	883	0.7
Subtotal of Small Firms	4,719	100.0	27,323	100.0
Subtotal of Medium Size Firms	892	100.0	32,335	100.0
Subtotal of Large Firms	188	100.0	65,636	100.0
Grand Total	5,799	100.0	125,294	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. Services 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. 528 service firms, or 81.9% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,176	87.4	29,866	84.4
Medium Size Firms	781	81.2	40,645	79.8
Large Firms	111	69.4	36,233	40.7
All Size Firms	5,068	85.9	106,744	60.9
YES, 6 WEEKS or LESS				
Small Firms	268	5.6	2,784	7.9
Medium Size Firms	69	7.2	4,312	8.5
Large Firms	8	5.0	7,644	8.6
All Size Firms	345	5.8	14,740	8.4
YES, 7 to 13 WEEKS				
Small Firms	171	3.6	664	1.9
Medium Size Firms	53	5.5	2,678	5.3
Large Firms	18	11.3	6,189	7.0
All Size Firms	242	4.1	9,531	5.4
YES, 14 to 26 WEEKS				
Small Firms	161	3.4	2,064	5.8
Medium Size Firms	47	4.9	3,052	6.0
Large Firms	23	14.4	38,982	43.8
All Size Firms	231	3.9	44,098	25.1
MORE than 26 WEEKS				
Medium Size Firms	12	1.2	251	0.5
All Size Firms	12	0.2	251	0.1
Subtotal of Small Firms	4,779	100.0	35,387	100.0
Subtotal of Medium Size Firms	962	100.0	50,938	100.0
Subtotal of Large Firms	160	100.0	89,048	100.0
Grand Total	5,901	100.0	175,373	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. Services 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. 518 services firms, or 81.7% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,896	95.3	22,284	97.5
Medium Size Firms	1,036	95.0	25,203	96.6
Large Firms	135	88.2	15,114	92.0
All Size Firms	6,067	95.1	62,601	95.8
YES, 6 WEEKS or LESS				
Small Firms	179	3.5	460	2.0
Medium Size Firms	13	1.2	130	0.5
Large Firms	3	2.0	29	0.2
All Size Firms	195	3.1	619	0.9
YES, 7 to 13 WEEKS				
Medium Size Firms	22	2.0	205	0.8
Large Firms	2	1.3	52	0.3
All Size Firms	24	0.4	257	0.4
YES, 14 to 26 WEEKS				
Small Firms	56	1.1	99	0.4
Medium Size Firms	11	1.0	131	0.5
Large Firms	13	8.5	1,239	7.5
All Size Firms	80	1.3	1,469	2.2
MORE than 26 WEEKS				
Small Firms	6	0.1	7	0.0
Medium Size Firms	9	0.8	416	1.6
All Size Firms	15	0.2	423	0.6
Subtotal of Small Firms	5,137	100.0	22,850	100.0
Subtotal of Medium Size Firms	1,091	100.0	26,085	100.0
Subtotal of Large Firms	153	100.0	16,434	100.0
Grand Total	6,381	100.0	65,369	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. Services 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. 576 services firms, or 75.8% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	756	26.9	6,126	33.0
Medium Size Firms	274	42.3	13,323	46.3
Large Firms	101	55.2	44,824	66.2
All Size Firms	1,131	31.0	64,273	55.9
JURY DUTY				
Small Firms	2,358	83.8	16,202	87.3
Medium Size Firms	591	91.2	27,001	93.9
Large Firms	175	95.6	58,694	86.7
All Size Firms	3,124	85.7	101,897	88.6
FAMILY MEDICAL				
Small Firms	887	31.5	5,827	31.4
Medium Size Firms	256	39.5	10,851	37.7
Large Firms	66	36.1	37,394	55.2
All Size Firms	1,209	33.2	54,072	47.0
MATERNITY LEAVE				
Small Firms	645	22.9	5,111	27.5
Medium Size Firms	185	28.5	10,197	35.5
Large Firms	46	25.1	22,304	32.9
All Size Firms	876	24.0	37,612	32.7
PATERNITY LEAVE				
Small Firms	269	9.6	2,930	15.8
Medium Size Firms	103	15.9	5,587	19.4
Large Firms	38	20.8	12,185	18.0
All Size Firms	410	11.2	20,702	18.0
DOCTOR/DENTAL APPOINTMENT				
Small Firms	1,207	42.9	8,241	44.4
Medium Size Firms	240	37.0	12,085	42.0
Large Firms	50	27.3	32,097	47.4
All Size Firms	1,497	41.1	52,423	45.6
OTHER (please name)				
Small Firms	61	2.2	370	2.0
Medium Size Firms	54	8.3	2,967	10.3
Large Firms	8	4.4	2,244	3.3
All Size Firms	123	3.4	5,581	4.9
Subtotal of Small Firms	2,815	100.0	18,553	100.0
Subtotal of Medium Size Firms	648	100.0	28,751	100.0
Subtotal of Large Firms	183	100.0	67,717	100.0
Grand Total	3,646	100.0	115,021	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. Services 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. 390 service firms, or 60.5% of the applicable services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	669	26.9	5,340	30.3
Medium Size Firms	279	42.5	13,089	40.0
Large Firms	79	52.7	50,363	53.4
All Size Firms	1,027	31.2	68,792	47.6
JURY DUTY				
Small Firms	2,094	84.3	15,510	88.1
Medium Size Firms	589	89.8	29,635	90.6
Large Firms	144	96.0	86,420	91.7
All Size Firms	2,827	85.9	131,565	91.0
FAMILY MEDICAL				
Small Firms	487	19.6	2,630	14.9
Medium Size Firms	235	35.8	10,462	32.0
Large Firms	51	34.0	17,582	18.6
All Size Firms	773	23.5	30,674	21.2
MATERNITY LEAVE				
Small Firms	679	27.3	3,588	20.4
Medium Size Firms	165	25.2	6,704	20.5
Large Firms	38	25.3	34,777	36.9
All Size Firms	882	26.8	45,069	31.2
PATERNITY LEAVE				
Small Firms	265	10.7	1,254	7.1
Medium Size Firms	93	14.2	4,369	13.4
Large Firms	26	17.3	6,833	7.2
All Size Firms	384	11.7	12,456	8.6
DOCTOR/DENTAL APPOINTMENT				
Small Firms	610	24.5	4,211	23.9
Medium Size Firms	200	30.5	7,718	23.6
Large Firms	23	15.3	4,634	4.9
All Size Firms	833	25.3	16,563	11.5
OTHER (please name)				
Small Firms	160	6.4	553	3.1
Medium Size Firms	52	7.9	1,817	5.6
Large Firms	8	5.3	988	1.0
All Size Firms	220	6.7	3,358	2.3
Subtotal of Small Firms	2,485	100.0	17,598	100.0
Subtotal of Medium Size Firms	656	100.0	32,705	100.0
Subtotal of Large Firms	150	100.0	94,293	100.0
Grand Total	3,291	100.0	144,596	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. Services 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. 359 services firms, or 56.6% of the applicable services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
MILITARY				
Small Firms	433	23.1	1,838	23.0
Medium Size Firms	253	43.5	4,826	46.8
Large Firms	83	64.3	5,435	41.2
All Size Firms	769	29.8	12,099	38.4
JURY DUTY				
Small Firms	1,489	79.5	5,194	65.0
Medium Size Firms	484	83.3	9,249	89.8
Large Firms	126	97.7	12,850	97.5
All Size Firms	2,099	81.3	27,293	86.7
FAMILY MEDICAL				
Small Firms	431	23.0	1,701	21.3
Medium Size Firms	199	34.3	4,400	42.7
Large Firms	56	43.4	3,333	25.3
All Size Firms	686	26.6	9,434	30.0
MATERNITY LEAVE				
Small Firms	521	27.8	2,619	32.8
Medium Size Firms	114	19.6	1,336	13.0
Large Firms	43	33.3	3,064	23.3
All Size Firms	678	26.2	7,019	22.3
PATERNITY LEAVE				
Small Firms	180	9.6	457	5.7
Medium Size Firms	87	15.0	1,159	11.3
Large Firms	28	21.7	1,882	14.3
All Size Firms	295	11.4	3,498	11.1
DOCTOR/DENTAL APPOINTMENT				
Small Firms	521	27.8	1,950	24.4
Medium Size Firms	147	25.3	2,016	19.6
Large Firms	24	18.6	1,398	10.6
All Size Firms	692	26.8	5,364	17.0
OTHER (please name)				
Medium Size Firms	45	7.7	778	7.6
Large Firms	15	11.6	1,238	9.4
All Size Firms	60	2.3	2,016	6.4
Subtotal of Small Firms	1,873	100.0	7,994	100.0
Subtotal of Medium Size Firms	581	100.0	10,301	100.0
Subtotal of Large Firms	129	100.0	13,177	100.0
Grand Total	2,583	100.0	31,472	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. Services 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. 322 services firms, or 42.4% of the applicable services 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. Firms sizes with no firms are omitted from this table.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,270	32.1	6,736	18.1
Medium Size Firms	143	12.6	1,204	3.0
Large Firms	2	0.9	4	0.0
All Size Firms	2,415	28.6	7,944	5.2
YES, EMPLOYEE ONLY				
Small Firms	1,523	21.5	6,945	18.7
Medium Size Firms	131	11.5	4,825	11.9
Large Firms	10	4.5	2,303	3.1
All Size Firms	1,664	19.7	14,073	9.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	3,289	46.4	23,502	63.2
Medium Size Firms	865	75.9	34,384	85.1
Large Firms	211	94.6	71,583	96.9
All Size Firms	4,365	51.7	129,469	85.5
Subtotal of Small Firms	7,082	100.0	37,183	100.0
Subtotal of Medium Size Firms	1,139	100.0	40,413	100.0
Subtotal of Large Firms	223	100.0	73,890	100.0
Grand Total	8,444	100.0	151,486	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 701 firms, or 96.0% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	2,704	37.8	15,182	29.5
Medium Size Firms	169	14.5	7,704	13.2
Large Firms	2	1.0	579	0.5
All Size Firms	2,875	33.7	23,465	10.7
YES, EMPLOYEE ONLY				
Small Firms	1,544	21.6	9,916	19.3
Medium Size Firms	160	13.7	9,095	15.6
Large Firms	7	3.5	1,102	1.0
All Size Firms	1,711	20.1	20,113	9.1
YES, EMPLOYEE and DEPENDENTS				
Small Firms	2,911	40.7	26,307	51.2
Medium Size Firms	837	71.8	41,615	71.2
Large Firms	189	95.5	108,486	98.5
All Size Firms	3,937	46.2	176,408	80.2
Subtotal of Small Firms	7,159	100.0	51,405	100.0
Subtotal of Medium Size Firms	1,166	100.0	58,414	100.0
Subtotal of Large Firms	198	100.0	110,167	100.0
Grand Total	8,523	100.0	219,986	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 680 firms, or 94.4% of the services firms with full-time hourly employees responded to this question.

SERVICES
Part-time Hourly

TABLE 26AA: Medical/health Care Offered for Oklahoma Services 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	2,683	65.8	12,233	70.9
Medium Size Firms	222	36.0	8,416	50.2
Large Firms	14	13.9	2,884	12.9
All Size Firms	2,919	60.9	23,533	41.7
YES, EMPLOYEE ONLY				
Small Firms	451	11.1	1,365	7.9
Medium Size Firms	83	13.5	3,284	19.6
Large Firms	3	3.0	220	1.0
All Size Firms	537	11.2	4,869	8.6
YES, EMPLOYEE and DEPENDENTS				
Small Firms	941	23.1	3,662	21.2
Medium Size Firms	311	50.5	5,076	30.3
Large Firms	84	83.2	19,309	86.2
All Size Firms	1,336	27.9	28,047	49.7
Subtotal of Small Firms	4,075	100.0	17,260	100.0
Subtotal of Medium Size Firms	616	100.0	16,776	100.0
Subtotal of Large Firms	101	100.0	22,413	100.0
Grand Total	4,792	100.0	56,449	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 375 firms, or 54.7% of the services firms with part-time hourly employees responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	545	11.4	3,387	11.2
Medium Size Firms	214	22.4	10,705	28.1
Large Firms	47	21.5	14,282	19.3
All Size Firms	806	13.6	28,374	19.9
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	1,033	21.7	8,300	27.3
Medium Size Firms	399	41.7	17,945	47.1
Large Firms	121	55.3	47,459	64.3
All Size Firms	1,553	26.2	73,704	51.8
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	4,040	84.8	26,302	86.6
Medium Size Firms	745	77.8	27,580	72.4
Large Firms	185	84.5	55,919	75.7
All Size Firms	4,970	83.7	109,801	77.2
Subtotal of Small Firms	4,762	100.0	30,368	100.0
Subtotal of Medium Size Firms	957	100.0	38,104	100.0
Subtotal of Large Firms	219	100.0	73,836	100.0
Grand Total	5,938	100.0	142,308	100.0

*Note: 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. Services 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. 569 services firms, or 97.8% of the applicable services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	439	10.0	2,698	7.5
Medium Size Firms	235	24.6	10,941	22.5
Large Firms	31	16.4	31,719	29.4
All Size Firms	705	12.7	45,358	23.6
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	1,061	24.2	11,155	31.1
Medium Size Firms	361	37.8	17,238	35.5
Large Firms	100	52.9	77,815	72.1
All Size Firms	1,522	27.5	106,208	55.2
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	3,588	81.7	29,387	82.0
Medium Size Firms	711	74.5	36,163	74.5
Large Firms	167	88.4	79,105	73.3
All Size Firms	4,466	80.7	144,655	75.2
Subtotal of Small Firms	4,393	100.0	35,850	100.0
Subtotal of Medium Size Firms	955	100.0	48,553	100.0
Subtotal of Large Firms	189	100.0	107,962	100.0
Grand Total	5,537	100.0	192,365	100.0

*Note: 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. Services 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. 525 services firms, or 96.7% of the applicable services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	231	17.1	724	15.2
Medium Size Firms	90	24.9	1,106	14.6
Large Firms	9	11.4	699	3.6
All Size Firms	330	18.4	2,529	8.0
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	416	30.8	1,125	23.6
Medium Size Firms	138	38.1	2,329	30.7
Large Firms	46	58.2	16,048	83.6
All Size Firms	600	33.5	19,502	61.9
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	985	72.9	3,486	73.1
Medium Size Firms	263	72.7	5,500	72.6
Large Firms	69	87.3	18,163	94.7
All Size Firms	1,317	73.5	27,149	86.1
Subtotal of Small Firms	1,351	100.0	4,767	100.0
Subtotal of Medium Size Firms	362	100.0	7,574	100.0
Subtotal of Large Firms	79	100.0	19,187	100.0
Grand Total	1,792	100.0	31,528	100.0

*Note: 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. Services 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. 198 services firms, or 92.5% of the applicable services 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.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	3,289	69.2	20,462	67.3
	Salaried Medium Size Firms	500	51.1	16,687	43.4
	Salaried Large Firms	78	35.6	24,178	33.9
	Salaried All Size Firms	3,867	65.0	61,327	43.8
	Yes				
	Salaried Small Firms	1,466	30.8	9,926	32.7
	Salaried Medium Size Firms	479	48.9	21,761	56.6
	Salaried Large Firms	141	64.4	47,077	66.1
	Salaried All Size Firms	2,086	35.0	78,764	56.2
	Subtotal of Salaried Small Firms	4,755	100.0	30,388	100.0
	Subtotal of Salaried Medium Size Firms	979	100.0	38,448	100.0
	Subtotal of Salaried Large Firms	219	100.0	71,255	100.0
Salaried Grand Total	5,953	100.0	140,091	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	3,165	72.0	26,612	73.7
	Full-time Hourly Medium Size Firms	522	53.5	27,955	56.2
	Full-time Hourly Large Firms	68	36.0	20,092	19.7
	Full-time Hourly All Size Firms	3,755	67.5	74,659	39.8
	Yes				
	Full-time Hourly Small Firms	1,233	28.0	9,482	26.3
	Full-time Hourly Medium Size Firms	453	46.5	21,753	43.8
	Full-time Hourly Large Firms	121	64.0	81,796	80.3
	Full-time Hourly All Size Firms	1,807	32.5	113,031	60.2
	Subtotal of Full-time Hourly Small Firms	4,398	100.0	36,094	100.0
	Subtotal of Full-time Hourly Medium Size Firms	975	100.0	49,708	100.0
	Subtotal of Full-time Hourly Large Firms	189	100.0	101,888	100.0
Full-time Hourly Grand Total	5,562	100.0	187,690	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	989	75.0	3,657	83.0
	Part-time Hourly Medium Size Firms	208	55.0	5,062	62.5
	Part-time Hourly Large Firms	28	35.0	2,822	17.1
	Part-time Hourly All Size Firms	1,225	69.0	11,541	39.8
	Yes				
	Part-time Hourly Small Firms	329	25.0	748	17.0
	Part-time Hourly Medium Size Firms	170	45.0	3,042	37.5
	Part-time Hourly Large Firms	52	65.0	13,689	82.9
	Part-time Hourly All Size Firms	551	31.0	17,479	60.2
	Subtotal of Part-time Hourly Small Firms	1,318	100.0	4,405	100.0
	Subtotal of Part-time Hourly Medium Size Firms	378	100.0	8,104	100.0
	Subtotal of Part-time Hourly Large Firms	80	100.0	16,511	100.0
Part-time Hourly Grand Total	1,776	100.0	29,020	100.0	

*Note: 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. Services 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. 653 services firms, or 98.8% of the applicable services firms responded to this question.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	289	6.1	1,035	3.5
Medium Size Firms	82	8.5	1,690	4.4
Large Firms	2	0.9	745	1.0
All Size Firms	373	6.3	3,470	2.5
1% to 25%				
Small Firms	314	6.7	1,422	4.8
Medium Size Firms	65	6.7	2,599	6.8
Large Firms	12	5.6	2,516	3.5
All Size Firms	391	6.6	6,537	4.7
26% to 50%				
Small Firms	805	17.1	5,236	17.6
Medium Size Firms	146	15.1	4,730	12.3
Large Firms	21	9.9	2,586	3.6
All Size Firms	972	16.5	12,552	8.9
51% to 75%				
Small Firms	632	13.4	4,727	15.9
Medium Size Firms	265	27.4	11,838	30.8
Large Firms	48	22.5	15,690	21.8
All Size Firms	945	16.0	32,255	23.0
76% to 99%				
Small Firms	655	13.9	4,048	13.6
Medium Size Firms	198	20.5	9,082	23.6
Large Firms	86	40.4	26,859	37.3
All Size Firms	939	15.9	39,989	28.5
100%				
Small Firms	2,023	42.9	13,293	44.7
Medium Size Firms	212	21.9	8,471	22.1
Large Firms	44	20.7	23,701	32.9
All Size Firms	2,279	38.6	45,465	32.4
Subtotal of Small Firms	4,718	100.0	29,761	100.0
Subtotal of Medium Size Firms	968	100.0	38,410	100.0
Subtotal of Large Firms	213	100.0	72,097	100.0
Grand Total	5,899	100.0	140,268	100.0

*Note: 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. Services 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. 564 services firms, or 96.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	436	10.0	4,818	13.6
Medium Size Firms	134	13.8	8,444	17.1
Large Firms	3	1.6	1,637	1.6
All Size Firms	573	10.3	14,899	7.8
1% to 25%				
Small Firms	316	7.2	2,612	7.3
Medium Size Firms	61	6.3	2,953	6.0
Large Firms	9	4.8	1,502	1.4
All Size Firms	386	7.0	7,067	3.7
26% to 50%				
Small Firms	674	15.4	6,118	17.2
Medium Size Firms	148	15.2	6,812	13.8
Large Firms	20	10.6	6,578	6.3
All Size Firms	842	15.2	19,508	10.3
51% to 75%				
Small Firms	541	12.4	4,777	13.4
Medium Size Firms	168	17.3	9,640	19.5
Large Firms	31	16.4	30,774	29.3
All Size Firms	740	13.4	45,191	23.8
76% to 99%				
Small Firms	638	14.6	4,071	11.4
Medium Size Firms	191	19.6	9,976	20.2
Large Firms	74	39.2	48,306	46.0
All Size Firms	903	16.3	62,353	32.8
100%				
Small Firms	1,771	40.5	13,159	37.0
Medium Size Firms	271	27.9	11,597	23.5
Large Firms	52	27.5	16,125	15.4
All Size Firms	2,094	37.8	40,881	21.5
Subtotal of Small Firms	4,376	100.0	35,555	100.0
Subtotal of Medium Size Firms	973	100.0	49,422	100.0
Subtotal of Large Firms	189	100.0	104,922	100.0
Grand Total	5,538	100.0	189,899	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 527 services firms, or 97.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	177	14.5	1,129	26.8
Medium Size Firms	92	27.0	3,486	43.9
Large Firms	4	5.2	3,084	16.1
All Size Firms	273	16.7	7,699	24.6
1% to 25%				
Small Firms	99	8.1	315	7.5
Medium Size Firms	17	5.0	804	10.1
Large Firms	6	7.8	1,379	7.2
All Size Firms	122	7.4	2,498	8.0
26% to 50%				
Small Firms	85	7.0	454	10.8
Medium Size Firms	79	23.2	1,706	21.5
Large Firms	17	22.1	3,974	20.8
All Size Firms	181	11.0	6,134	19.6
51% to 75%				
Small Firms	155	12.7	704	16.7
Medium Size Firms	46	13.5	491	6.2
Large Firms	12	15.6	1,283	6.7
All Size Firms	213	13.0	2,478	7.9
76% to 99%				
Small Firms	62	5.1	83	2.0
Medium Size Firms	47	13.8	970	12.2
Large Firms	23	29.9	7,257	38.0
All Size Firms	132	8.1	8,310	26.6
100%				
Small Firms	643	52.7	1,529	36.3
Medium Size Firms	60	17.6	492	6.2
Large Firms	15	19.5	2,119	11.1
All Size Firms	718	43.8	4,140	13.2
Subtotal of Small Firms	1,221	100.0	4,214	100.0
Subtotal of Medium Size Firms	341	100.0	7,949	100.0
Subtotal of Large Firms	77	100.0	19,096	100.0
Grand Total	1,639	100.0	31,259	100.0

*Note: 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. Services 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. 178 services firms, or 83.2% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	3,470	72.3	21,957	72.1
Medium Size Firms	637	65.7	27,757	71.9
Large Firms	94	43.5	30,057	41.6
All Size Firms	4,201	70.2	79,771	56.5
1% to 25%				
Small Firms	168	3.5	497	1.6
Medium Size Firms	42	4.3	855	2.2
Large Firms	15	6.9	4,958	6.9
All Size Firms	225	3.8	6,310	4.5
26% to 50%				
Small Firms	381	7.9	3,152	10.4
Medium Size Firms	59	6.1	2,436	6.3
Large Firms	23	10.6	4,079	5.6
All Size Firms	463	7.7	9,667	6.8
51% to 75%				
Small Firms	206	4.3	1,566	5.1
Medium Size Firms	124	12.8	4,194	10.9
Large Firms	37	17.1	10,398	14.4
All Size Firms	367	6.1	16,158	11.4
76% to 99%				
Small Firms	218	4.5	1,172	3.9
Medium Size Firms	50	5.2	1,642	4.3
Large Firms	35	16.2	16,997	23.5
All Size Firms	303	5.1	19,811	14.0
100%				
Small Firms	354	7.4	2,090	6.9
Medium Size Firms	57	5.9	1,744	4.5
Large Firms	12	5.6	5,750	8.0
All Size Firms	423	7.1	9,584	6.8
Subtotal of Small Firms	4,797	100.0	30,434	100.0
Subtotal of Medium Size Firms	969	100.0	38,628	100.0
Subtotal of Large Firms	216	100.0	72,239	100.0
Grand Total	5,982	100.0	141,301	100.0

*Note: 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. Services 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. 571 services firms, or 98.1% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	3,191	72.1	26,521	73.6
Medium Size Firms	690	70.8	33,993	67.8
Large Firms	80	41.2	17,906	16.5
All Size Firms	3,961	70.8	78,420	40.3
1% to 25%				
Small Firms	188	4.2	1,679	4.7
Medium Size Firms	32	3.3	1,723	3.4
Large Firms	11	5.7	6,234	5.8
All Size Firms	231	4.1	9,636	5.0
26% to 50%				
Small Firms	284	6.4	2,164	6.0
Medium Size Firms	70	7.2	2,953	5.9
Large Firms	23	11.9	9,950	9.2
All Size Firms	377	6.7	15,067	7.7
51% to 75%				
Small Firms	230	5.2	3,130	8.7
Medium Size Firms	113	11.6	7,549	15.1
Large Firms	37	19.1	55,712	51.4
All Size Firms	380	6.8	66,391	34.1
76% to 99%				
Small Firms	163	3.7	707	2.0
Medium Size Firms	52	5.3	2,756	5.5
Large Firms	33	17.0	15,889	14.7
All Size Firms	248	4.4	19,352	9.9
100%				
Small Firms	368	8.3	1,852	5.1
Medium Size Firms	18	1.8	1,130	2.3
Large Firms	10	5.2	2,708	2.5
All Size Firms	396	7.1	5,690	2.9
Subtotal of Small Firms	4,424	100.0	36,053	100.0
Subtotal of Medium Size Firms	975	100.0	50,104	100.0
Subtotal of Large Firms	194	100.0	108,399	100.0
Grand Total	5,593	100.0	194,556	100.0

*Note: 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. Services 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. 533 services firms, or 98.2% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	873	69.6	2,941	68.1
Medium Size Firms	312	82.5	6,227	77.5
Large Firms	35	42.2	5,478	28.4
All Size Firms	1,220	71.1	14,646	46.3
1% to 25%				
Small Firms	82	6.5	463	10.7
Medium Size Firms	10	2.6	760	9.5
Large Firms	13	15.7	4,608	23.9
All Size Firms	105	6.1	5,831	18.4
26% to 50%				
Small Firms	50	4.0	425	9.8
Medium Size Firms	13	3.4	404	5.0
Large Firms	11	13.3	771	4.0
All Size Firms	74	4.3	1,600	5.1
51% to 75%				
Small Firms	59	4.7	98	2.3
Medium Size Firms	34	9.0	610	7.6
Large Firms	14	16.9	2,370	12.3
All Size Firms	107	6.2	3,078	9.7
76% to 99%				
Small Firms	28	2.2	49	1.1
Medium Size Firms	2	0.5	7	0.1
Large Firms	6	7.2	1,079	5.6
All Size Firms	36	2.1	1,135	3.6
100%				
Small Firms	163	13.0	342	7.9
Medium Size Firms	7	1.9	22	0.3
Large Firms	4	4.8	4,971	25.8
All Size Firms	174	10.1	5,335	16.9
Subtotal of Small Firms	1,255	100.0	4,318	100.0
Subtotal of Medium Size Firms	378	100.0	8,030	100.0
Subtotal of Large Firms	83	100.0	19,277	100.0
Grand Total	1,716	100.0	31,625	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 198 services firms, or 92.5% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,053	57.4	14,897	39.7
Medium Size Firms	229	20.0	4,436	11.0
Large Firms	10	4.5	1,990	2.7
All Size Firms	4,292	50.9	21,323	14.0
YES, EMPLOYEE ONLY				
Small Firms	698	9.9	3,881	10.3
Medium Size Firms	125	10.9	4,895	12.1
Large Firms	14	6.3	2,735	3.7
All Size Firms	837	9.9	11,511	7.6
YES, EMPLOYEE and DEPENDENTS				
Small Firms	2,316	32.8	18,741	50.0
Medium Size Firms	791	69.1	31,126	76.9
Large Firms	198	89.2	69,165	93.6
All Size Firms	3,305	39.2	119,032	78.4
Subtotal of Small Firms	7,067	100.0	37,519	100.0
Subtotal of Medium Size Firms	1,145	100.0	40,457	100.0
Subtotal of Large Firms	222	100.0	73,890	100.0
Grand Total	8,434	100.0	151,866	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 703 firms, or 96.3% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,146	57.2	25,214	48.5
Medium Size Firms	284	24.1	14,917	25.2
Large Firms	8	4.1	2,197	2.0
All Size Firms	4,438	51.5	42,328	19.1
YES, EMPLOYEE ONLY				
Small Firms	706	9.7	4,588	8.8
Medium Size Firms	101	8.6	4,515	7.6
Large Firms	14	7.2	3,112	2.8
All Size Firms	821	9.5	12,215	5.5
YES, EMPLOYEE and DEPENDENTS				
Small Firms	2,393	33.0	22,177	42.7
Medium Size Firms	795	67.4	39,736	67.2
Large Firms	172	88.7	104,646	95.2
All Size Firms	3,360	39.0	166,559	75.3
Subtotal of Small Firms	7,245	100.0	51,979	100.0
Subtotal of Medium Size Firms	1,180	100.0	59,168	100.0
Subtotal of Large Firms	194	100.0	109,955	100.0
Grand Total	8,619	100.0	221,102	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 685 firms, or 95.1% of the services firms with full-time hourly employees responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	3,315	76.4	14,393	79.2
Medium Size Firms	319	50.4	12,652	73.6
Large Firms	14	14.6	2,511	11.5
All Size Firms	3,648	72.0	29,556	51.7
YES, EMPLOYEE ONLY				
Small Firms	166	3.8	418	2.3
Medium Size Firms	52	8.2	805	4.7
Large Firms	3	3.1	101	0.5
All Size Firms	221	4.4	1,324	2.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	856	19.7	3,366	18.5
Medium Size Firms	262	41.4	3,737	21.7
Large Firms	79	82.3	19,207	88.0
All Size Firms	1,197	23.6	26,310	46.0
Subtotal of Small Firms	4,337	100.0	18,177	100.0
Subtotal of Medium Size Firms	633	100.0	17,194	100.0
Subtotal of Large Firms	96	100.0	21,819	100.0
Grand Total	5,066	100.0	57,190	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 386 firms, or 56.4% of the services firms with part-time hourly employees responded to this question.

SERVICES

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
SALARIED	No				
	Salaried Small Firms	2,497	84.6	15,278	69.5
	Salaried Medium Size Firms	564	61.6	16,833	46.7
	Salaried Large Firms	135	63.7	29,094	40.5
	Salaried All Size Firms	3,196	78.4	61,205	47.1
	Yes				
	Salaried Small Firms	453	15.4	6,691	30.5
	Salaried Medium Size Firms	352	38.4	19,188	53.3
	Salaried Large Firms	77	36.3	42,806	59.5
	Salaried All Size Firms	882	21.6	68,685	52.9
	Subtotal of Salaried Small Firms	2,950	100.0	21,969	100.0
	Subtotal of Salaried Medium Size Firms	916	100.0	36,021	100.0
	Subtotal of Salaried Large Firms	212	100.0	71,900	100.0
Salaried Grand Total	4,078	100.0	129,890	100.0	
FULL-TIME HOURLY	No				
	Full-time Hourly Small Firms	2,495	85.0	18,466	72.4
	Full-time Hourly Medium Size Firms	569	63.5	30,036	67.9
	Full-time Hourly Large Firms	127	68.3	53,166	49.3
	Full-time Hourly All Size Firms	3,191	79.4	101,668	57.3
	Yes				
	Full-time Hourly Small Firms	440	15.0	7,056	27.6
	Full-time Hourly Medium Size Firms	327	36.5	14,214	32.1
	Full-time Hourly Large Firms	59	31.7	54,592	50.7
	Full-time Hourly All Size Firms	826	20.6	75,862	42.7
	Subtotal of Full-time Hourly Small Firms	2,935	100.0	25,522	100.0
	Subtotal of Full-time Hourly Medium Size Firms	896	100.0	44,250	100.0
	Subtotal of Full-time Hourly Large Firms	186	100.0	107,758	100.0
Full-time Hourly Grand Total	4,017	100.0	177,530	100.0	
PART-TIME HOURLY	No				
	Part-time Hourly Small Firms	820	82.8	3,160	84.7
	Part-time Hourly Medium Size Firms	156	49.7	2,320	51.1
	Part-time Hourly Large Firms	50	61.7	8,599	44.5
	Part-time Hourly All Size Firms	1,026	74.1	14,079	51.0
	Yes				
	Part-time Hourly Small Firms	170	17.2	573	15.3
	Part-time Hourly Medium Size Firms	158	50.3	2,222	48.9
	Part-time Hourly Large Firms	31	38.3	10,708	55.5
	Part-time Hourly All Size Firms	359	25.9	13,503	49.0
	Subtotal of Part-time Hourly Small Firms	990	100.0	3,733	100.0
	Subtotal of Part-time Hourly Medium Size Firms	314	100.0	4,542	100.0
	Subtotal of Part-time Hourly Large Firms	81	100.0	19,307	100.0
Part-time Hourly Grand Total	1,385	100.0	27,582	100.0	

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 538 services firms, or 99.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	902	30.1	9,772	43.2
Medium Size Firms	495	55.6	21,114	59.7
Large Firms	70	34.1	28,555	41.3
All Size Firms	1,467	35.8	59,441	46.7
1% to 25%				
Small Firms	215	7.2	682	3.0
Medium Size Firms	35	3.9	1,240	3.5
Large Firms	11	5.4	6,289	9.1
All Size Firms	261	6.4	8,211	6.5
26% to 50%				
Small Firms	237	7.9	1,207	5.3
Medium Size Firms	40	4.5	1,286	3.6
Large Firms	17	8.3	3,701	5.3
All Size Firms	294	7.2	6,194	4.9
51% to 75%				
Small Firms	219	7.3	1,527	6.8
Medium Size Firms	77	8.6	2,554	7.2
Large Firms	23	11.2	2,037	2.9
All Size Firms	319	7.8	6,118	4.8
76% to 99%				
Small Firms	273	9.1	2,735	12.1
Medium Size Firms	30	3.4	952	2.7
Large Firms	41	20.0	22,198	32.1
All Size Firms	344	8.4	25,885	20.3
100%				
Small Firms	1,154	38.5	6,687	29.6
Medium Size Firms	214	24.0	8,243	23.3
Large Firms	43	21.0	6,433	9.3
All Size Firms	1,411	34.4	21,363	16.8
Subtotal of Small Firms	3,000	100.0	22,610	100.0
Subtotal of Medium Size Firms	891	100.0	35,389	100.0
Subtotal of Large Firms	205	100.0	69,213	100.0
Grand Total	4,096	100.0	127,212	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 472 services firms, or 97.3% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,015	34.0	10,665	40.8
Medium Size Firms	529	61.0	26,443	62.2
Large Firms	53	29.0	16,887	19.9
All Size Firms	1,597	39.5	53,995	35.1
1% to 25%				
Small Firms	235	7.9	2,348	9.0
Medium Size Firms	41	4.7	2,213	5.2
Large Firms	11	6.0	4,326	5.1
All Size Firms	287	7.1	8,887	5.8
26% to 50%				
Small Firms	235	7.9	1,792	6.9
Medium Size Firms	38	4.4	2,095	4.9
Large Firms	17	9.3	15,040	17.7
All Size Firms	290	7.2	18,927	12.3
51% to 75%				
Small Firms	162	5.4	1,780	6.8
Medium Size Firms	74	8.5	4,019	9.5
Large Firms	21	11.5	8,180	9.6
All Size Firms	257	6.4	13,979	9.1
76% to 99%				
Small Firms	220	7.4	1,916	7.3
Medium Size Firms	31	3.6	1,434	3.4
Large Firms	30	16.4	19,383	22.8
All Size Firms	281	7.0	22,733	14.8
100%				
Small Firms	1,122	37.5	7,643	29.2
Medium Size Firms	154	17.8	6,319	14.9
Large Firms	51	27.9	21,206	24.9
All Size Firms	1,327	32.9	35,168	22.9
Subtotal of Small Firms	2,989	100.0	26,144	100.0
Subtotal of Medium Size Firms	867	100.0	42,523	100.0
Subtotal of Large Firms	183	100.0	85,022	100.0
Grand Total	4,039	100.0	153,689	100.0

*Note: 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. Services 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. 447 services firms, or 97.0% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	304	32.2	1,741	47.4
Medium Size Firms	214	70.6	2,814	63.8
Large Firms	34	44.2	4,812	25.8
All Size Firms	552	41.7	9,367	35.0
1% to 25%				
Small Firms	82	8.7	463	12.6
Medium Size Firms	17	5.6	852	19.3
Large Firms	10	13.0	6,527	35.0
All Size Firms	109	8.2	7,842	29.3
26% to 50%				
Small Firms	35	3.7	30	0.8
Medium Size Firms	17	5.6	212	4.8
Large Firms	7	9.1	1,445	7.7
All Size Firms	59	4.5	1,687	6.3
51% to 75%				
Small Firms	121	12.8	562	15.3
Medium Size Firms	16	5.3	119	2.7
Large Firms	10	13.0	3,584	19.2
All Size Firms	147	11.1	4,265	16.0
76% to 99%				
Small Firms	36	3.8	51	1.4
Medium Size Firms	6	2.0	11	0.2
Large Firms	6	7.8	1,079	5.8
All Size Firms	48	3.6	1,141	4.3
100%				
Small Firms	365	38.7	824	22.4
Medium Size Firms	33	10.9	402	9.1
Large Firms	10	13.0	1,208	6.5
All Size Firms	408	30.8	2,434	9.1
Subtotal of Small Firms	943	100.0	3,671	100.0
Subtotal of Medium Size Firms	303	100.0	4,410	100.0
Subtotal of Large Firms	77	100.0	18,655	100.0
Grand Total	1,323	100.0	26,736	100.0

*Note: 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. Services 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. 172 services firms, or 94.5% of the applicable services firms responded to this question.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,281	76.5	18,639	82.6
Medium Size Firms	685	76.0	28,375	79.8
Large Firms	113	54.1	41,824	59.0
All Size Firms	3,079	75.3	88,838	68.9
1% to 25%				
Small Firms	136	4.6	343	1.5
Medium Size Firms	29	3.2	975	2.7
Large Firms	16	7.7	1,612	2.3
All Size Firms	181	4.4	2,930	2.3
26% to 50%				
Small Firms	171	5.7	860	3.8
Medium Size Firms	55	6.1	1,983	5.6
Large Firms	33	15.8	9,470	13.4
All Size Firms	259	6.3	12,313	9.5
51% to 75%				
Small Firms	137	4.6	1,223	5.4
Medium Size Firms	53	5.9	1,743	4.9
Large Firms	13	6.2	1,202	1.7
All Size Firms	203	5.0	4,168	3.2
76% to 99%				
Small Firms	103	3.5	606	2.7
Medium Size Firms	15	1.7	650	1.8
Large Firms	22	10.5	15,542	21.9
All Size Firms	140	3.4	16,798	13.0
100%				
Small Firms	153	5.1	903	4.0
Medium Size Firms	64	7.1	1,853	5.2
Large Firms	12	5.7	1,211	1.7
All Size Firms	229	5.6	3,967	3.1
Subtotal of Small Firms	2,981	100.0	22,574	100.0
Subtotal of Medium Size Firms	901	100.0	35,579	100.0
Subtotal of Large Firms	209	100.0	70,861	100.0
Grand Total	4,091	100.0	129,014	100.0

*Note: 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. Services 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. 447 services firms, or 98.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,176	73.2	20,201	77.4
Medium Size Firms	702	80.2	33,913	79.2
Large Firms	96	53.0	27,165	32.2
All Size Firms	2,974	73.8	81,279	53.0
1% to 25%				
Small Firms	171	5.8	879	3.4
Medium Size Firms	25	2.9	1,263	2.9
Large Firms	16	8.8	8,070	9.6
All Size Firms	212	5.3	10,212	6.7
26% to 50%				
Small Firms	216	7.3	1,483	5.7
Medium Size Firms	57	6.5	2,767	6.5
Large Firms	31	17.1	30,312	35.9
All Size Firms	304	7.5	34,562	22.5
51% to 75%				
Small Firms	95	3.2	1,566	6.0
Medium Size Firms	53	6.1	3,466	8.1
Large Firms	13	7.2	4,909	5.8
All Size Firms	161	4.0	9,941	6.5
76% to 99%				
Small Firms	76	2.6	313	1.2
Medium Size Firms	12	1.4	309	0.7
Large Firms	22	12.2	12,932	15.3
All Size Firms	110	2.7	13,554	8.8
100%				
Small Firms	238	8.0	1,664	6.4
Medium Size Firms	26	3.0	1,124	2.6
Large Firms	3	1.7	1,056	1.3
All Size Firms	267	6.6	3,844	2.5
Subtotal of Small Firms	2,972	100.0	26,106	100.0
Subtotal of Medium Size Firms	875	100.0	42,842	100.0
Subtotal of Large Firms	181	100.0	84,444	100.0
Grand Total	4,028	100.0	153,392	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 448 services firms, or 97.2% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	556	59.4	2,277	62.2
Medium Size Firms	280	89.2	3,587	79.0
Large Firms	50	64.1	11,270	60.4
All Size Firms	886	66.7	17,134	63.8
1% to 25%				
Small Firms	117	12.5	611	16.7
Medium Size Firms	8	2.5	752	16.6
Large Firms	6	7.7	3,185	17.1
All Size Firms	131	9.9	4,548	16.9
26% to 50%				
Small Firms	85	9.1	468	12.8
Medium Size Firms	8	2.5	89	2.0
Large Firms	11	14.1	2,750	14.7
All Size Firms	104	7.8	3,307	12.3
51% to 75%				
Small Firms	87	9.3	148	4.0
Medium Size Firms	13	4.1	103	2.3
Large Firms	3	3.8	344	1.8
All Size Firms	103	7.8	595	2.2
76% to 99%				
Small Firms	16	1.7	12	0.3
Medium Size Firms	2	0.6	7	0.2
Large Firms	6	7.7	1,079	5.8
All Size Firms	24	1.8	1,098	4.1
100%				
Small Firms	75	8.0	142	3.9
Medium Size Firms	3	1.0	4	0.1
Large Firms	2	2.6	26	0.1
All Size Firms	80	6.0	172	0.6
Subtotal of Small Firms	936	100.0	3,658	100.0
Subtotal of Medium Size Firms	314	100.0	4,542	100.0
Subtotal of Large Firms	78	100.0	18,654	100.0
Grand Total	1,328	100.0	26,854	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 175 services firms, or 96.2% of the applicable services firms responded to this question.

SERVICES

Salaried

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	1,090	32.5	7,111	34.3
Medium Size Firms	312	43.6	12,271	49.1
Large Firms	124	67.4	41,918	67.3
All Size Firms	1,526	35.8	61,300	56.7
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	284	8.5	1,241	6.0
Medium Size Firms	171	23.9	7,143	28.6
Large Firms	79	42.9	33,185	53.3
All Size Firms	534	12.5	41,569	38.5
WELLNESS PROGRAM				
Small Firms	199	5.9	1,142	5.5
Medium Size Firms	81	11.3	3,780	15.1
Large Firms	44	23.9	11,250	18.1
All Size Firms	324	7.6	16,172	15.0
VISION CARE PROGRAM				
Small Firms	896	26.7	6,194	29.9
Medium Size Firms	294	41.1	11,008	44.0
Large Firms	94	51.1	36,487	58.6
All Size Firms	1,284	30.2	53,689	49.7
PRESCRIPTION DRUG PLAN				
Small Firms	2,046	60.9	13,306	64.1
Medium Size Firms	417	58.2	13,995	56.0
Large Firms	129	70.1	42,377	68.0
All Size Firms	2,592	60.9	69,678	64.5
MENTAL HEALTH RIDER				
Small Firms	310	9.2	1,579	7.6
Medium Sized Firms	95	13.3	4,026	16.1
Large Firms	54	29.3	29,854	47.9
All Size Firms	459	10.8	35,459	32.8
LIFE INSURANCE				
Small Firms	2,484	74.0	15,940	76.8
Medium Size Firms	630	88.0	22,256	89.0
Large Firms	164	89.1	58,058	93.2
All Size Firms	3,278	77.0	96,254	89.1
ACCIDENTAL DEATH INSURANCE				
Small Firms	938	27.9	5,184	25.0
Medium Size Firms	329	45.9	11,897	47.6
Large Firms	117	63.6	27,592	44.3
All Size Firms	1,384	32.5	44,673	41.4

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	451	13.4	3,208	15.5
Medium Size Firms	181	25.3	6,320	25.3
Large Firms	74	40.2	19,382	31.1
All Size Firms	706	16.6	28,910	26.8
ILL CHILD DAYCARE				
Small Firms	36	1.1	157	0.8
Medium Size Firms	18	2.5	414	1.7
Large Firms	10	5.4	7,089	11.4
All Size Firms	64	1.5	7,660	7.1
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	101	3.0	557	2.7
Medium Size Firms	12	1.7	186	0.7
Large Firms	17	9.2	3,647	5.9
All Size Firms	130	3.1	4,390	4.1
ELDER DAYCARE (for an employee's relative)				
Small Firms	36	1.1	157	0.8
Medium Size Firms	10	1.4	140	0.6
Large Firms	12	6.5	1,916	3.1
All Size Firms	58	1.4	2,213	2.0
OTHER (please name)				
Small Firms	38	1.1	330	1.6
Medium Size Firms	40	5.6	1,101	4.4
Large Firms	4	2.2	694	1.1
All Size Firms	82	1.9	2,125	2.0
Subtotal of Small Firms	3,358	100.0	20,744	100.0
Subtotal of Medium Size Firms	716	100.0	25,006	100.0
Subtotal of Large Firms	184	100.0	62,282	100.0
Grand Total	4,258	100.0	108,032	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 419 firms, or 57.4% of the services 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.

SERVICES

Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	957	29.4	8,073	31.3
Medium Size Firms	257	35.9	12,252	33.9
Large Firms	93	57.1	85,408	82.8
All Size Firms	1,307	31.6	105,733	64.0
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	212	6.5	2,358	9.1
Medium Size Firms	155	21.7	8,424	23.3
Large Firms	77	47.2	57,521	55.8
All Size Firms	444	10.7	68,303	41.4
WELLNESS PROGRAM				
Small Firms	185	5.7	2,083	8.1
Medium Size Firms	83	11.6	4,735	13.1
Large Firms	41	25.2	34,848	33.8
All Size Firms	309	7.5	41,666	25.2
VISION CARE PROGRAM				
Small Firms	946	29.0	8,053	31.2
Medium Size Firms	261	36.5	12,613	34.9
Large Firms	72	44.2	66,418	64.4
All Size Firms	1,279	30.9	87,084	52.7
PRESCRIPTION DRUG PLAN				
Small Firms	2,068	63.5	18,941	73.5
Medium Size Firms	423	59.2	22,475	62.1
Large Firms	117	71.8	85,089	82.5
All Size Firms	2,608	63.0	126,505	76.6
MENTAL HEALTH RIDER				
Small Firms	433	13.3	5,149	20.0
Medium Sized Firms	108	15.1	4,789	13.2
Large Firms	54	33.1	64,689	62.7
All Size Firms	595	14.4	74,627	45.2
LIFE INSURANCE				
Small Firms	2,401	73.7	20,926	81.2
Medium Size Firms	614	85.9	31,428	86.9
Large Firms	155	95.1	101,775	98.7
All Size Firms	3,170	76.6	154,129	93.3
ACCIDENTAL DEATH INSURANCE				
Small Firms	922	28.3	9,845	38.2
Medium Size Firms	331	46.3	16,058	44.4
Large Firms	106	65.0	84,099	81.5
All Size Firms	1,359	32.8	110,002	66.6

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	519	15.9	6,695	26.0
Medium Size Firms	173	24.2	8,996	24.9
Large Firms	73	44.8	70,608	68.4
All Size Firms	765	18.5	86,299	52.3
ILL CHILD DAYCARE				
Small Firms	57	1.7	741	2.9
Medium Size Firms	23	3.2	688	1.9
Large Firms	9	5.5	9,805	9.5
All Size Firms	89	2.2	11,234	6.8
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	122	3.7	1,572	6.1
Medium Size Firms	20	2.8	668	1.8
Large Firms	17	10.4	9,578	9.3
All Size Firms	159	3.8	11,818	7.2
ELDER DAYCARE (for an employee's relative)				
Small Firms	57	1.7	741	2.9
Medium Size Firms	15	2.1	292	0.8
Large Firms	12	7.4	7,384	7.2
All Size Firms	84	2.0	8,417	5.1
OTHER (please name)				
Small Firms	54	1.7	514	2.0
Medium Size Firms	54	7.6	2,922	8.1
Large Firms	4	2.5	3,040	2.9
All Size Firms	112	2.7	6,476	3.9
Subtotal of Small Firms	3,259	100.0	25,782	100.0
Subtotal of Medium Size Firms	715	100.0	36,184	100.0
Subtotal of Large Firms	163	100.0	103,158	100.0
Grand Total	4,137	100.0	165,124	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 398 firms, or 55.3% of the services 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.

SERVICES

Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	390	33.5	1,072	26.5
Medium Size Firms	102	34.0	2,303	37.1
Large Firms	19	21.6	8,860	44.3
All Size Firms	511	32.9	12,235	40.4
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	98	8.4	417	10.3
Medium Size Firms	79	26.3	1,832	29.5
Large Firms	53	60.2	13,722	68.6
All Size Firms	230	14.8	15,971	52.8
WELLNESS PROGRAM				
Small Firms	43	3.7	263	6.5
Medium Size Firms	34	11.3	1,361	21.9
Large Firms	28	31.8	5,469	27.3
All Size Firms	105	6.8	7,093	23.4
VISION CARE PROGRAM				
Small Firms	376	32.3	1,003	24.8
Medium Size Firms	92	30.7	1,875	30.2
Large Firms	28	31.8	11,350	56.7
All Size Firms	496	31.9	14,228	47.0
PRESCRIPTION DRUG PLAN				
Small Firms	626	53.7	2,224	55.1
Medium Size Firms	138	46.0	2,820	45.4
Large Firms	48	54.5	16,663	83.3
All Size Firms	812	52.3	21,707	71.7
MENTAL HEALTH RIDER				
Small Firms	101	8.7	238	5.9
Medium Sized Firms	42	14.0	1,257	20.2
Large Firms	20	22.7	13,083	65.4
All Size Firms	163	10.5	14,578	48.2
LIFE INSURANCE				
Small Firms	657	56.4	2,459	60.9
Medium Size Firms	211	70.3	4,131	66.5
Large Firms	49	55.7	12,665	63.3
All Size Firms	917	59.0	19,255	63.6
ACCIDENTAL DEATH INSURANCE				
Small Firms	287	24.6	1,019	25.2
Medium Size Firms	106	35.3	2,261	36.4
Large Firms	36	40.9	11,140	55.7
All Size Firms	429	27.6	14,420	47.7

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DEPENDENT LIFE INSURANCE				
Small Firms	239	20.5	922	22.8
Medium Size Firms	66	22.0	2,022	32.5
Large Firms	21	23.9	10,076	50.4
All Size Firms	326	21.0	13,020	43.0
ILL CHILD DAYCARE				
Small Firms	36	3.1	157	3.9
Medium Size Firms	12	4.0	535	8.6
Large Firms	9	10.2	6,488	32.4
All Size Firms	57	3.7	7,180	23.7
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
Small Firms	74	6.4	190	4.7
Medium Size Firms	14	4.7	678	10.9
Large Firms	3	3.4	239	1.2
All Size Firms	91	5.9	1,107	3.7
ELDER DAYCARE (for an employee's relative)				
Small Firms	36	3.1	157	3.9
Medium Size Firms	12	4.0	535	8.6
Large Firms		0.0		0.0
All Size Firms	48	3.1	692	2.3
OTHER (please name)				
Small Firms	33	2.8	66	1.6
Medium Size Firms	31	10.3	919	14.8
Large Firms	1	1.1	483	2.4
All Size Firms	65	4.2	1,468	4.9
Subtotal of Small Firms	1,165	100.0	4,038	100.0
Subtotal of Medium Size Firms	300	100.0	6,215	100.0
Subtotal of Large Firms	88	100.0	20,007	100.0
Grand Total	1,553	100.0	30,260	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 177 firms, or 25.8% of the services 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.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	1,739	27.1	5,928	16.7
Medium Size Firms	112	10.2	1,423	3.6
Large Firms	2	0.9	4	0.0
All Size Firms	1,853	24.0	7,355	5.0
NO WAITING PERIOD REQUIRED				
Small Firms	734	11.4	7,854	22.2
Medium Size Firms	264	24.2	17,605	44.4
Large Firms	66	30.6	20,203	28.1
All Size Firms	1,064	13.8	45,662	31.1
YES, 30 DAYS OR LESS				
Small Firms	871	13.6	6,753	19.1
Medium Size Firms	179	16.4	10,160	25.6
Large Firms	61	28.2	29,074	40.4
All Size Firms	1,111	14.4	45,987	31.3
31 to 60 DAYS				
Small Firms	709	11.1	3,978	11.2
Medium Size Firms	141	12.9	4,133	10.4
Large Firms	40	18.5	17,601	24.5
All Size Firms	890	11.5	25,712	17.5
61 to 90 DAYS				
Small Firms	1,601	25.0	8,233	23.3
Medium Size Firms	288	26.3	4,679	11.8
Large Firms	40	18.5	4,151	5.8
All Size Firms	1,929	25.0	17,063	11.6
MORE THAN 90 DAYS				
Small Firms	632	9.9	1,895	5.4
Medium Size Firms	94	8.6	955	2.4
Large Firms	6	2.8	831	1.2
All Size Firms	732	9.5	3,681	2.5
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	130	2.0	763	2.2
Medium Size Firms	15	1.4	656	1.7
Large Firms	1	0.5	31	0.0
All Size Firms	146	1.9	1,450	1.0
Subtotal of Small Firms	6,416	100.0	35,404	100.0
Subtotal of Medium Size Firms	1,093	100.0	39,611	100.0
Subtotal of Large Firms	216	100.0	71,895	100.0
Grand Total	7,725	100.0	146,910	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 660 firms, or 90.4% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS				
Small Firms	1,869	28.9	10,721	22.5
Medium Size Firms	113	10.2	4,775	8.7
All Size Firms	1,982	25.5	15,496	7.6
NO WAITING PERIOD REQUIRED				
Small Firms	547	8.4	2,950	6.2
Medium Size Firms	231	20.8	7,872	14.3
Large Firms	54	28.4	21,289	21.1
All Size Firms	832	10.7	32,111	15.8
YES, 30 DAYS OR LESS				
Small Firms	829	12.8	8,456	17.7
Medium Size Firms	202	18.2	9,194	16.7
Large Firms	50	26.3	24,784	24.5
All Size Firms	1,081	13.9	42,434	20.8
31 to 60 DAYS				
Small Firms	702	10.8	4,468	9.4
Medium Size Firms	118	10.6	4,965	9.0
Large Firms	41	21.6	19,799	19.6
All Size Firms	861	11.1	29,232	14.3
61 to 90 DAYS				
Small Firms	1,845	28.5	16,762	35.1
Medium Size Firms	311	28.0	21,249	38.6
Large Firms	36	18.9	31,657	31.3
All Size Firms	2,192	28.2	69,668	34.2
MORE THAN 90 DAYS				
Small Firms	573	8.9	3,750	7.9
Medium Size Firms	119	10.7	5,869	10.7
Large Firms	8	4.2	3,247	3.2
All Size Firms	700	9.0	12,866	6.3
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	109	1.7	639	1.3
Medium Size Firms	18	1.6	1,102	2.0
Large Firms	1	0.5	313	0.3
All Size Firms	128	1.6	2,054	1.0
Subtotal of Small Firms	6,474	100.0	47,746	100.0
Subtotal of Medium Size Firms	1,112	100.0	55,026	100.0
Subtotal of Large Firms	190	100.0	101,089	100.0
Grand Total	7,776	100.0	203,861	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 636 firms, or 88.3% of the services firms with full-time hourly employees responded to this question. Firm sizes with not firms are omitted from this table.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS				
Small Firms	1,820	53.8	10,290	66.0
Medium Size Firms	152	27.4	6,330	41.5
Large Firms	3	3.6	681	3.6
All Size Firms	1,975	49.2	17,301	34.6
NO WAITING PERIOD REQUIRED				
Small Firms	414	12.2	804	5.2
Medium Size Firms	117	21.1	992	6.5
Large Firms	26	31.3	5,419	28.4
All Size Firms	557	13.9	7,215	14.4
YES, 30 DAYS OR LESS				
Small Firms	244	7.2	473	3.0
Medium Size Firms	90	16.2	4,148	27.2
Large Firms	22	26.5	8,846	46.3
All Size Firms	356	8.9	13,467	27.0
31 to 60 DAYS				
Small Firms	207	6.1	818	5.2
Medium Size Firms	61	11.0	1,167	7.7
Large Firms	23	27.7	3,060	16.0
All Size Firms	291	7.2	5,045	10.1
61 to 90 DAYS				
Small Firms	347	10.3	1,968	12.6
Medium Size Firms	84	15.2	1,692	11.1
Large Firms	7	8.4	1,077	5.6
All Size Firms	438	10.9	4,737	9.5
MORE THAN 90 DAYS				
Small Firms	268	7.9	1,160	7.4
Medium Size Firms	40	7.2	833	5.5
Large Firms	2	2.4	26	0.1
All Size Firms	310	7.7	2,019	4.0
VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT				
Small Firms	81	2.4	78	0.5
Medium Size Firms	10	1.8	87	0.6
All Size Firms	91	2.3	165	0.3
Subtotal of Small Firms	3,381	100.0	15,591	100.0
Subtotal of Medium Size Firms	554	100.0	15,249	100.0
Subtotal of Large Firms	83	100.0	19,109	100.0
Grand Total	4,018	100.0	49,949	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 325 firms, or 47.4% of the services firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	3,373	48.1	12,542	33.1
Medium Size Firms	360	31.9	3,413	8.6
Large Firms	22	9.9	2,129	2.9
All Size Firms	3,755	44.9	18,084	11.9
DEFINED BENEFIT PLAN				
Small Firms	569	8.1	5,543	14.6
Medium Size Firms	246	21.8	16,491	41.6
Large Firms	65	29.3	36,522	49.4
All Size Firms	880	10.5	58,556	38.7
DEFINED CONTRIBUTION PLAN				
Small Firms	2,463	35.1	16,705	44.1
Medium Size Firms	525	46.5	18,476	46.7
Large Firms	133	59.9	36,058	48.8
All Size Firms	3,121	37.3	71,239	47.1
PROFIT SHARING				
Small Firms	612	8.7	3,401	9.0
Medium Size Firms	50	4.4	2,091	5.3
Large Firms	22	9.9	4,227	5.7
All Size Firms	684	8.2	9,719	6.4
OTHER (please name)				
Small Firms	368	5.2	2,308	6.1
Medium Size Firms	90	8.0	6,543	16.5
Large Firms	17	7.7	7,788	10.5
All Size Firms	475	5.7	16,639	11.0
Subtotal of Small Firms	7,012	100.0	37,856	100.0
Subtotal of Medium Size Firms	1,130	100.0	39,602	100.0
Subtotal of Large Firms	222	100.0	73,890	100.0
Grand Total	8,364	100.0	151,348	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 695 firms, or 95.2% of the services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	3,503	49.0	23,768	46.0
Medium Size Firms	410	35.4	21,024	36.6
Large Firms	16	8.5	4,441	4.1
All Size Firms	3,929	46.2	49,233	22.6
DEFINED BENEFIT PLAN				
Small Firms	438	6.1	2,579	5.0
Medium Size Firms	221	19.1	7,075	12.3
Large Firms	54	28.6	51,544	47.3
All Size Firms	713	8.4	61,198	28.0
DEFINED CONTRIBUTION PLAN				
Small Firms	2,447	34.2	22,413	43.4
Medium Size Firms	519	44.9	27,872	48.5
Large Firms	124	65.6	86,486	79.3
All Size Firms	3,090	36.3	136,771	62.7
PROFIT SHARING				
Small Firms	794	11.1	5,352	10.4
Medium Size Firms	57	4.9	3,815	6.6
Large Firms	22	11.6	19,774	18.1
All Size Firms	873	10.3	28,941	13.3
OTHER (please name)				
Small Firms	428	6.0	2,696	5.2
Medium Size Firms	84	7.3	4,138	7.2
Large Firms	9	4.8	1,540	1.4
All Size Firms	521	6.1	8,374	3.8
Subtotal of Small Firms	7,155	100.0	51,642	100.0
Subtotal of Medium Size Firms	1,157	100.0	57,514	100.0
Subtotal of Large Firms	189	100.0	109,040	100.0
Grand Total	8,501	100.0	218,196	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 674 firms, or 93.6% of the services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO RETIREMENT PLAN OFFERED				
Small Firms	2,798	65.7	12,262	70.8
Medium Size Firms	342	47.1	13,005	62.1
Large Firms	18	12.8	3,977	14.0
All Size Firms	3,158	61.6	29,244	43.9
DEFINED BENEFIT PLAN				
Small Firms	255	6.0	987	5.7
Medium Size Firms	95	13.1	630	3.0
Large Firms	31	22.0	11,342	39.9
All Size Firms	381	7.4	12,959	19.4
DEFINED CONTRIBUTION PLAN				
Small Firms	903	21.2	3,090	17.8
Medium Size Firms	281	38.7	7,083	33.8
Large Firms	94	66.7	16,952	59.6
All Size Firms	1,278	24.9	27,125	40.7
PROFIT SHARING				
Small Firms	295	6.9	711	4.1
Medium Size Firms	25	3.4	222	1.1
Large Firms	20	14.2	4,856	17.1
All Size Firms	340	6.6	5,789	8.7
OTHER (please name)				
Small Firms	152	3.6	661	3.8
Medium Size Firms	34	4.7	460	2.2
Large Firms	5	3.5	342	1.2
All Size Firms	191	3.7	1,463	2.2
Subtotal of Small Firms	4,257	100.0	17,312	100.0
Subtotal of Medium Size Firms	726	100.0	20,947	100.0
Subtotal of Large Firms	141	100.0	28,427	100.0
Grand Total	5,124	100.0	66,686	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 423 firms, or 61.8% of the services 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.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	515	16.0	4,938	22.2
Medium Size Firms	174	24.9	7,729	25.1
Large Firms	14	8.4	9,457	14.2
All Size Firms	703	17.2	22,124	18.5
EMPLOYER ONLY				
Small Firms	566	17.6	3,669	16.5
Medium Size Firms	84	12.0	5,948	19.3
Large Firms	23	13.9	15,549	23.3
All Size Firms	673	16.5	25,166	21.0
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	702	21.8	5,983	26.9
Medium Size Firms	107	15.3	4,030	13.1
Large Firms	26	15.7	6,992	10.5
All Size Firms	835	20.5	17,005	14.2
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	364	11.3	2,676	12.0
Medium Size Firms	102	14.6	5,342	17.4
Large Firms	21	12.7	10,516	15.7
All Size Firms	487	11.9	18,534	15.5
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	1,068	33.2	5,000	22.5
Medium Size Firms	232	33.2	7,701	25.0
Large Firms	82	49.4	24,289	36.4
All Size Firms	1,382	33.9	36,990	30.9
Subtotal of Small Firms	3,215	100.0	22,266	100.0
Subtotal of Medium Size Firms	699	100.0	30,750	100.0
Subtotal of Large Firms	166	100.0	66,803	100.0
Grand Total	4,080	100.0	119,819	100.0

*Note: 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. Services 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. 420 services firms, or 81.9% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	504	15.8	6,078	23.2
Medium Size Firms	171	24.9	8,805	26.1
Large Firms	24	16.9	7,915	8.6
All Size Firms	699	17.3	22,798	15.0
EMPLOYER ONLY				
Small Firms	623	19.5	4,453	17.0
Medium Size Firms	84	12.2	3,304	9.8
Large Firms	15	10.6	5,839	6.4
All Size Firms	722	17.9	13,596	9.0
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	664	20.8	6,847	26.2
Medium Size Firms	98	14.3	5,408	16.0
Large Firms	25	17.6	20,983	22.9
All Size Firms	787	19.5	33,238	21.9
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	235	7.3	1,859	7.1
Medium Size Firms	75	10.9	2,808	8.3
Large Firms	9	6.3	1,614	1.8
All Size Firms	319	7.9	6,281	4.1
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	1,174	36.7	6,915	26.4
Medium Size Firms	259	37.7	13,454	39.8
Large Firms	69	48.6	55,389	60.4
All Size Firms	1,502	37.3	75,758	49.9
Subtotal of Small Firms	3,200	100.0	26,152	100.0
Subtotal of Medium Size Firms	687	100.0	33,779	100.0
Subtotal of Large Firms	142	100.0	91,740	100.0
Grand Total	4,029	100.0	151,671	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 393 services firms, or 79.7% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EMPLOYEE ONLY				
Small Firms	267	22.9	1,686	37.3
Medium Size Firms	82	24.4	2,367	32.1
Large Firms	13	13.7	6,275	28.5
All Size Firms	362	22.7	10,328	30.5
EMPLOYER ONLY				
Small Firms	331	28.4	1,154	25.6
Medium Size Firms	32	9.5	210	2.9
Large Firms	8	8.4	383	1.7
All Size Firms	371	23.2	1,747	5.2
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms	302	25.9	957	21.2
Medium Size Firms	53	15.8	1,021	13.9
Large Firms	18	18.9	2,724	12.4
All Size Firms	373	23.3	4,702	13.9
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms	74	6.3	330	7.3
Medium Size Firms	41	12.2	789	10.7
Large Firms	4	4.2	221	1.0
All Size Firms	119	7.4	1,340	4.0
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms	193	16.5	389	8.6
Medium Size Firms	128	38.1	2,980	40.5
Large Firms	52	54.7	12,421	56.4
All Size Firms	373	23.3	15,790	46.6
Subtotal of Small Firms	1,167	100.0	4,516	100.0
Subtotal of Medium Size Firms	336	100.0	7,367	100.0
Subtotal of Large Firms	95	100.0	22,024	100.0
Grand Total	1,598	100.0	33,907	100.0

*Note: 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. Services 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. 196 services firms, or 39.8% of the applicable services firms responded to this question.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	5,102	72.6	28,437	77.2
Medium Size Firms	630	55.8	22,443	56.1
Large Firms	71	34.0	23,724	36.0
All Size Firms	5,803	69.3	74,604	52.3
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	158	2.2	502	1.4
Medium Size Firms	61	5.4	1,213	3.0
Large Firms	41	19.6	19,190	29.1
All Size Firms	260	3.1	20,905	14.6
YES, BASED ON COURSE GRADE				
Small Firms	332	4.7	1,421	3.9
Medium Size Firms	112	9.9	4,642	11.6
Large Firms	76	36.4	29,161	44.3
All Size Firms	520	6.2	35,224	24.7
YES, MUST BE JOB RELATED				
Small Firms	1,613	22.9	7,545	20.5
Medium Size Firms	416	36.8	13,936	34.8
Large Firms	114	54.5	35,056	53.2
All Size Firms	2,143	25.6	56,537	39.6
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	177	2.5	1,179	3.2
Medium Size Firms	89	7.9	4,405	11.0
Large Firms	61	29.2	31,553	47.9
All Size Firms	327	3.9	37,137	26.0
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	240	3.4	610	1.7
Medium Size Firms	62	5.5	2,153	5.4
Large Firms	10	4.8	17,238	26.2
All Size Firms	312	3.7	20,001	14.0
Subtotal of Small Firms	7,030	100.0	36,858	100.0
Subtotal of Medium Size Firms	1,129	100.0	40,010	100.0
Subtotal of Large Firms	209	100.0	65,851	100.0
Grand Total	8,368	100.0	142,719	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 691 firms, or 94.7% of the services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	5,002	70.3	36,600	70.9
Medium Size Firms	661	58.2	31,861	55.6
Large Firms	60	32.3	11,739	10.9
All Size Firms	5,723	67.8	80,200	37.1
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	89	1.3	429	0.8
Medium Size Firms	67	5.9	4,228	7.4
Large Firms	34	18.3	18,446	17.2
All Size Firms	190	2.3	23,103	10.7
YES, BASED ON COURSE GRADE				
Small Firms	303	4.3	3,532	6.8
Medium Size Firms	110	9.7	6,674	11.6
Large Firms	67	36.0	63,755	59.4
All Size Firms	480	5.7	73,961	34.2
YES, MUST BE JOB RELATED				
Small Firms	1,896	26.6	12,416	24.1
Medium Size Firms	387	34.1	21,141	36.9
Large Firms	103	55.4	85,777	79.9
All Size Firms	2,386	28.3	119,334	55.2
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	236	3.3	1,841	3.6
Medium Size Firms	86	7.6	5,158	9.0
Large Firms	55	29.6	65,476	61.0
All Size Firms	377	4.5	72,475	33.5
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	324	4.6	2,413	4.7
Medium Size Firms	69	6.1	4,298	7.5
Large Firms	10	5.4	3,059	2.8
All Size Firms	403	4.8	9,770	4.5
Subtotal of Small Firms	7,120	100.0	51,622	100.0
Subtotal of Medium Size Firms	1,136	100.0	57,354	100.0
Subtotal of Large Firms	186	100.0	107,357	100.0
Grand Total	8,442	100.0	216,333	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 666 firms, or 92.5% of the services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO ASSISTANCE OFFERED				
Small Firms	3,720	76.1	16,673	83.6
Medium Size Firms	514	68.5	15,529	74.6
Large Firms	56	43.8	7,507	27.6
All Size Firms	4,290	74.4	39,709	58.5
YES, BASED ON SENIORITY/ YEARS OF SERVICE				
Small Firms	56	1.1	219	1.1
Medium Size Firms	24	3.2	598	2.9
Large Firms	13	10.2	6,408	23.6
All Size Firms	93	1.6	7,225	10.6
YES, BASED ON COURSE GRADE				
Small Firms	195	4.0	592	3.0
Medium Size Firms	45	6.0	656	3.2
Large Firms	37	28.9	15,086	55.5
All Size Firms	277	4.8	16,334	24.0
YES, MUST BE JOB RELATED				
Small Firms	1,080	22.1	3,050	15.3
Medium Size Firms	205	27.3	4,987	24.0
Large Firms	65	50.8	16,002	58.9
All Size Firms	1,350	23.4	24,039	35.4
YES, AS LONG AS THE INSTITUTION IS ACCREDITED				
Small Firms	138	2.8	529	2.7
Medium Size Firms	29	3.9	712	3.4
Large Firms	34	26.6	13,138	48.3
All Size Firms	201	3.5	14,379	21.2
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE				
Small Firms	126	2.6	1,051	5.3
Medium Size Firms	20	2.7	496	2.4
Large Firms	6	4.7	5,929	21.8
All Size Firms	152	2.6	7,476	11.0
Subtotal of Small Firms	4,888	100.0	19,941	100.0
Subtotal of Medium Size Firms	750	100.0	20,811	100.0
Subtotal of Large Firms	128	100.0	27,178	100.0
Grand Total	5,766	100.0	67,930	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 456 firms, or 66.6% of the services 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.

SERVICES

Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	222	13.1	927	12.3
Medium Size Firms	55	12.2	2,196	13.7
Large Firms	4	3.1	128	0.3
All Size Firms	281	12.3	3,251	5.2
26% to 50%				
Small Firms	168	9.9	630	8.3
Medium Size Firms	97	21.5	4,538	28.2
Large Firms	16	12.3	3,918	10.0
All Size Firms	281	12.3	9,086	14.5
51% to 75%				
Small Firms	35	2.1	30	0.4
Medium Size Firms	18	4.0	483	3.0
Large Firms	13	10.0	3,257	8.3
All Size Firms	66	2.9	3,770	6.0
76% to 99%				
Small Firms	87	5.1	175	2.3
Medium Size Firms	13	2.9	382	2.4
Large Firms	5	3.8	12,503	31.9
All Size Firms	105	4.6	13,060	20.8
100%				
Small Firms	1,183	69.8	5,797	76.7
Medium Size Firms	268	59.4	8,467	52.7
Large Firms	92	70.8	19,444	49.5
All Size Firms	1,543	67.8	33,708	53.6
Subtotal of Small Firms	1,695	100.0	7,559	100.0
Subtotal of Medium Size Firms	451	100.0	16,066	100.0
Subtotal of Large Firms	130	100.0	39,250	100.0
Grand Total	2,276	100.0	62,875	100.0

*Note: 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. Services 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. 248 services firms, or 78.7% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	250	13.7	1,499	11.3
Medium Size Firms	55	12.9	2,559	11.8
Large Firms	4	3.3	460	0.5
All Size Firms	309	13.0	4,518	3.5
26% to 50%				
Small Firms	96	5.3	300	2.3
Medium Size Firms	82	19.3	4,112	19.0
Large Firms	16	13.0	10,621	11.5
All Size Firms	194	8.2	15,033	11.8
51% to 75%				
Small Firms	83	4.6	783	5.9
Medium Size Firms	25	5.9	1,300	6.0
Large Firms	15	12.2	10,734	11.6
All Size Firms	123	5.2	12,817	10.1
76% to 99%				
Small Firms	31	1.7	103	0.8
Medium Size Firms	14	3.3	825	3.8
Large Firms	5	4.1	2,327	2.5
All Size Firms	50	2.1	3,255	2.6
100%				
Small Firms	1,361	74.7	10,587	79.8
Medium Size Firms	249	58.6	12,801	59.3
Large Firms	83	67.5	68,443	73.9
All Size Firms	1,693	71.5	91,831	72.1
Subtotal of Small Firms	1,821	100.0	13,272	100.0
Subtotal of Medium Size Firms	425	100.0	21,597	100.0
Subtotal of Large Firms	123	100.0	92,585	100.0
Grand Total	2,369	100.0	127,454	100.0

*Note: 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. Services 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. 237 services firms, or 74.8% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	110	13.0	144	5.1
Medium Size Firms	27	13.1	1,046	22.4
Large Firms	1	1.4	233	1.2
All Size Firms	138	12.3	1,423	5.4
26% to 50%				
Medium Size Firms	66	32.0	1,390	29.8
Large Firms	15	20.5	4,137	21.9
All Size Firms	81	7.2	5,527	21.0
51% to 75%				
Small Firms	21	2.5	130	4.6
Medium Size Firms	2	1.0	27	0.6
Large Firms	11	15.1	1,820	9.6
All Size Firms	34	3.0	1,977	7.5
76% to 99%				
Small Firms	31	3.7	231	8.2
Medium Size Firms	7	3.4	39	0.8
Large Firms	5	6.8	479	2.5
All Size Firms	43	3.8	749	2.8
100%				
Small Firms	684	80.9	2,307	82.0
Medium Size Firms	104	50.5	2,158	46.3
Large Firms	41	56.2	12,216	64.7
All Size Firms	829	73.7	16,681	63.3
Subtotal of Small Firms	846	100.0	2,812	100.0
Subtotal of Medium Size Firms	206	100.0	4,660	100.0
Subtotal of Large Firms	73	100.0	18,885	100.0
Grand Total	1,125	100.0	26,357	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 124 services firms, or 33.3% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	5,358	74.6	23,337	62.0
Medium Size Firms	461	40.5	7,322	18.4
Large Firms	25	11.3	2,113	2.9
All Size Firms	5,844	68.4	32,772	21.7
YES, FOR HEALTH EXPENSES				
Small Firms	1,721	24.0	13,908	37.0
Medium Size Firms	637	56.0	31,296	78.5
Large Firms	195	88.2	71,065	96.8
All Size Firms	2,553	29.9	116,269	77.1
YES, FOR CHILDCARE EXPENSES				
Small Firms	890	12.4	8,157	21.7
Medium Size Firms	364	32.0	20,534	51.5
Large Firms	171	77.4	65,524	89.3
All Size Firms	1,425	16.7	94,215	62.4
YES, OTHER EXPENSES (please name)				
Small Firms	172	2.4	832	2.2
Medium Size Firms	97	8.5	4,207	10.6
Large Firms	14	6.3	3,371	4.6
All Size Firms	283	3.3	8,410	5.6
Subtotal of Small Firms	7,181	100.0	37,639	100.0
Subtotal of Medium Size Firms	1,137	100.0	39,848	100.0
Subtotal of Large Firms	221	100.0	73,390	100.0
Grand Total	8,539	100.0	150,877	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 703 firms, or 96.3% of the services 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.

SERVICES
Full-time Hourly

TABLE 41Z: Flexible Spending Accounts for Oklahoma Services 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	5,842	79.6	38,319	73.3
Medium Size Firms	495	41.7	23,837	40.3
Large Firms	22	11.2	8,114	7.4
All Size Firms	6,359	72.9	70,270	31.7
YES, FOR HEALTH EXPENSES				
Small Firms	1,506	20.5	14,296	27.3
Medium Size Firms	640	54.0	33,265	56.2
Large Firms	174	88.8	101,728	92.3
All Size Firms	2,320	26.6	149,289	67.4
YES, FOR CHILDCARE EXPENSES				
Small Firms	728	9.9	6,272	12.0
Medium Size Firms	391	33.0	22,533	38.1
Large Firms	148	75.5	96,910	88.0
All Size Firms	1,267	14.5	125,715	56.7
YES, OTHER EXPENSES (please name)				
Small Firms	103	1.4	1,324	2.5
Medium Size Firms	88	7.4	3,453	5.8
Large Firms	12	6.1	5,245	4.8
All Size Firms	203	2.3	10,022	4.5
Subtotal of Small Firms	7,340	100.0	52,288	100.0
Subtotal of Medium Size Firms	1,186	100.0	59,208	100.0
Subtotal of Large Firms	196	100.0	110,165	100.0
Grand Total	8,722	100.0	221,661	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 690 firms, or 95.8% of the services 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.

SERVICES
Part-time Hourly

TABLE 41AA: Flexible Spending Accounts for Oklahoma Services 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	4,340	86.3	17,869	86.5
Medium Size Firms	426	57.7	12,460	63.4
Large Firms	27	22.0	7,348	28.5
All Size Firms	4,793	81.3	37,677	57.0
YES, FOR HEALTH EXPENSES				
Small Firms	668	13.3	2,675	12.9
Medium Size Firms	280	37.9	6,703	34.1
Large Firms	95	77.2	18,405	71.5
All Size Firms	1,043	17.7	27,783	42.0
YES, FOR CHILDCARE EXPENSES				
Small Firms	317	6.3	1,546	7.5
Medium Size Firms	144	19.5	3,748	19.1
Large Firms	87	70.7	17,731	68.9
All Size Firms	548	9.3	23,025	34.8
YES, OTHER EXPENSES (please name)				
Small Firms	40	0.8	243	1.2
Medium Size Firms	48	6.5	636	3.2
Large Firms	5	4.1	776	3.0
All Size Firms	93	1.6	1,655	2.5
Subtotal of Small Firms	5,031	100.0	20,664	100.0
Subtotal of Medium Size Firms	738	100.0	19,663	100.0
Subtotal of Large Firms	123	100.0	25,753	100.0
Grand Total	5,892	100.0	66,080	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 452 firms, or 66.0% of the services 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.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	6,811	95.8	36,353	97.8
Medium Size Firms	1,100	96.0	38,946	96.1
Large Firms	198	90.0	62,717	85.7
All Size Firms	8,109	95.6	138,016	91.5
YES, ON-SITE FACILITY				
Small Firms	314	4.4	823	2.2
Medium Size Firms	42	3.7	1,554	3.8
Large Firms	19	8.6	20,292	27.7
All Size Firms	375	4.4	22,669	15.0
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Small Firms	22	0.3	96	0.3
Medium Size Firms	4	0.3	24	0.1
Large Firms	1	0.5	36	0.0
All Size Firms	27	0.3	156	0.1
YES, REFERRAL INFORMATION				
Small Firms	18	0.3	12	0.0
Large Firms	4	1.8	2,349	3.2
All Size Firms	22	0.3	2,361	1.6
Subtotal of Small Firms	7,113	100.0	37,167	100.0
Subtotal of Medium Size Firms	1,146	100.0	40,524	100.0
Subtotal of Large Firms	220	100.0	73,145	100.0
Grand Total	8,479	100.0	150,836	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 720 firms, or 96.2% of the services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	7,044	96.6	50,054	96.7
Medium Size Firms	1,142	96.5	57,453	97.0
Large Firms	174	88.3	52,467	47.6
All Size Firms	8,360	96.4	159,974	72.3
YES, ON-SITE FACILITY				
Small Firms	261	3.6	1,721	3.3
Medium Size Firms	37	3.1	1,560	2.6
Large Firms	20	10.2	33,501	30.4
All Size Firms	318	3.7	36,782	16.6
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Small Firms	22	0.3	37	0.1
Medium Size Firms	4	0.3	244	0.4
Large Firms	1	0.5	564	0.5
All Size Firms	27	0.3	845	0.4
YES, REFERRAL INFORMATION				
Small Firms	15	0.2	31	0.1
Large Firms	4	2.0	24,190	21.9
All Size Firms	19	0.2	24,221	10.9
Subtotal of Small Firms	7,290	100.0	51,744	100.0
Subtotal of Medium Size Firms	1,183	100.0	59,257	100.0
Subtotal of Large Firms	197	100.0	110,233	100.0
Grand Total	8,670	100.0	221,234	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 690 firms, or 95.8% of the services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	4,948	94.9	19,694	92.4
Medium Size Firms	880	97.1	23,629	98.0
Large Firms	144	86.7	23,566	79.2
All Size Firms	5,972	95.0	66,889	89.0
YES, ON-SITE FACILITY				
Small Firms	265	5.1	1,588	7.5
Medium Size Firms	26	2.9	486	2.0
Large Firms	17	10.2	5,722	19.2
All Size Firms	308	4.9	7,796	10.4
YES, VOUCHERS or OFF-SITE				
SUBSIDIZED				
Large Firms	1	0.6	33	0.1
All Size Firms	1	0.0	33	0.0
YES, REFERRAL INFORMATION				
Small Firms	3	0.1	24	0.1
Large Firms	4	2.4	452	1.5
All Size Firms	7	0.1	476	0.6
Subtotal of Small Firms	5,216	100.0	21,305	100.0
Subtotal of Medium Size Firms	906	100.0	24,115	100.0
Subtotal of Large Firms	166	100.0	29,772	100.0
Grand Total	6,288	100.0	75,192	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 529 firms, or 77.2% of the services 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.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	5,246	76.4	26,986	75.0
Medium Size Firms	863	78.5	30,335	75.9
Large Firms	142	70.0	33,626	59.1
All Size Firms	6,251	76.5	90,947	68.4
FLEX-TIME				
Small Firms	1,383	20.1	8,055	22.4
Medium Size Firms	210	19.1	8,625	21.6
Large Firms	59	29.1	22,721	39.9
All Size Firms	1,652	20.2	39,401	29.7
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	282	4.1	1,418	3.9
Medium Size Firms	59	5.4	2,588	6.5
Large Firms	26	12.8	7,190	12.6
All Size Firms	367	4.5	11,196	8.4
TELECOMMUTING (work at home)				
Small Firms	195	2.8	701	1.9
Medium Size Firms	30	2.7	1,879	4.7
Large Firms	13	6.4	4,793	8.4
All Size Firms	238	2.9	7,373	5.5
Subtotal of Small Firms	6,865	100.0	36,003	100.0
Subtotal of Medium Size Firms	1,100	100.0	39,952	100.0
Subtotal of Large Firms	203	100.0	56,926	100.0
Grand Total	8,168	100.0	132,881	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 670 firms, or 91.8% of the services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	5,464	78.4	40,026	79.4
Medium Size Firms	903	79.2	44,254	77.9
Large Firms	136	71.6	64,903	59.6
All Size Firms	6,503	78.3	149,183	69.1
FLEX-TIME				
Small Firms	1,325	19.0	8,300	16.5
Medium Size Firms	173	15.2	8,344	14.7
Large Firms	44	23.2	39,008	35.8
All Size Firms	1,542	18.6	55,652	25.8
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	403	5.8	3,321	6.6
Medium Size Firms	100	8.8	6,705	11.8
Large Firms	27	14.2	25,198	23.2
All Size Firms	530	6.4	35,224	16.3
TELECOMMUTING (work at home)				
Small Firms	84	1.2	438	0.9
Medium Size Firms	32	2.8	874	1.5
Large Firms	14	7.4	17,534	16.1
All Size Firms	130	1.6	18,846	8.7
Subtotal of Small Firms	6,973	100.0	50,412	100.0
Subtotal of Medium Size Firms	1,140	100.0	56,805	100.0
Subtotal of Large Firms	190	100.0	108,812	100.0
Grand Total	8,303	100.0	216,029	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 661 firms, or 91.8 of the services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	3,709	75.7	15,751	78.2
Medium Size Firms	696	82.4	18,752	85.3
Large Firms	105	69.1	15,790	62.0
All Size Firms	4,510	76.5	50,293	74.4
FLEX-TIME				
Small Firms	1,104	22.5	4,115	20.4
Medium Size Firms	119	14.1	2,713	12.3
Large Firms	41	27.0	8,949	35.1
All Size Firms	1,264	21.4	15,777	23.3
FOUR DAY (ten hour/day) WORK WEEKS				
Small Firms	249	5.1	849	4.2
Medium Size Firms	47	5.6	969	4.4
Large Firms	20	13.2	3,364	13.2
All Size Firms	316	5.4	5,182	7.7
TELECOMMUTING (work at home)				
Small Firms	71	1.4	493	2.4
Medium Size Firms	16	1.9	99	0.5
Large Firms	11	7.2	1,915	7.5
All Size Firms	98	1.7	2,507	3.7
Subtotal of Small Firms	4,900	100.0	20,150	100.0
Subtotal of Medium Size Firms	845	100.0	21,993	100.0
Subtotal of Large Firms	152	100.0	25,475	100.0
Grand Total	5,897	100.0	67,618	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 496 firms, or 72.4 of the services 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.

SERVICES
Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	4,613	95.1	21,978	94.4
Medium Size Firms	505	79.4	12,552	70.8
Large Firms	104	74.3	16,566	64.3
All Size Firms	5,222	92.8	51,096	76.5
SHIFT DIFFERENTIAL				
Small Firms	275	5.7	780	3.4
Medium Size Firms	103	16.2	2,799	15.8
Large Firms	44	31.4	13,757	53.4
All Size Firms	422	7.5	17,336	26.0
LONGEVITY PAY				
Small Firms	115	2.4	794	3.4
Medium Size Firms	41	6.4	2,118	11.9
Large Firms	25	17.9	10,497	40.7
All Size Firms	181	3.2	13,409	20.1
STOCK OPTIONS				
Small Firms	121	2.5	833	3.6
Medium Size Firms	30	4.7	1,681	9.5
Large Firms	21	15.0	2,093	8.1
All Size Firms	172	3.1	4,607	6.9
OTHER (please name)				
Small Firms	179	3.7	1,420	6.1
Medium Size Firms	61	9.6	3,180	17.9
Large Firms	3	2.1	1,450	5.6
All Size Firms	243	4.3	6,050	9.1
Subtotal of Small Firms	4,849	100.0	23,272	100.0
Subtotal of Medium Size Firms	636	100.0	17,741	100.0
Subtotal of Large Firms	140	100.0	25,769	100.0
Grand Total	5,625	100.0	66,782	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 401 firms, or 54.9% of the services 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.

SERVICES
Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	4,651	91.9	30,659	87.0
Medium Size Firms	451	67.9	22,323	61.5
Large Firms	84	61.8	55,536	58.2
All Size Firms	5,186	88.5	108,518	65.0
SHIFT DIFFERENTIAL				
Small Firms	368	7.3	6,257	17.7
Medium Size Firms	254	38.3	16,890	46.5
Large Firms	68	50.0	54,001	56.6
All Size Firms	690	11.8	77,148	46.2
LONGEVITY PAY				
Small Firms	198	3.9	2,006	5.7
Medium Size Firms	45	6.8	1,805	5.0
Large Firms	21	15.4	8,245	8.6
All Size Firms	264	4.5	12,056	7.2
STOCK OPTIONS				
Small Firms	152	3.0	1,088	3.1
Medium Size Firms	40	6.0	1,722	4.7
Large Firms	16	11.8	10,805	11.3
All Size Firms	208	3.5	13,615	8.2
OTHER (please name)				
Small Firms	225	4.4	1,342	3.8
Medium Size Firms	70	10.5	4,141	11.4
Large Firms	12	8.8	7,150	7.5
All Size Firms	307	5.2	12,633	7.6
Subtotal of Small Firms	5,060	100.0	35,257	100.0
Subtotal of Medium Size Firms	664	100.0	36,303	100.0
Subtotal of Large Firms	136	100.0	95,440	100.0
Grand Total	5,860	100.0	167,000	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 419 firms, or 58.9% of the services 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.

SERVICES
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
BONUSES				
Small Firms	3,073	93.1	10,540	92.8
Medium Size Firms	268	62.3	6,713	61.4
Large Firms	60	62.5	12,972	59.1
All Size Firms	3,401	88.9	30,225	68.3
SHIFT DIFFERENTIAL				
Small Firms	279	8.5	1,631	14.4
Medium Size Firms	183	42.6	5,320	48.7
Large Firms	51	53.1	13,489	61.5
All Size Firms	513	13.4	20,440	46.2
LONGEVITY PAY				
Small Firms	83	2.5	248	2.2
Medium Size Firms	30	7.0	1,133	10.4
Large Firms	9	9.4	5,878	26.8
All Size Firms	122	3.2	7,259	16.4
STOCK OPTIONS				
Small Firms	131	4.0	344	3.0
Medium Size Firms	14	3.3	453	4.1
Large Firms	14	14.6	3,264	14.9
All Size Firms	159	4.2	4,061	9.2
OTHER (please name)				
Small Firms	60	1.8	228	2.0
Medium Size Firms	47	10.9	1,412	12.9
Large Firms	10	10.4	4,231	19.3
All Size Firms	117	3.1	5,871	13.3
Subtotal of Small Firms	3,299	100.0	11,353	100.0
Subtotal of Medium Size Firms	430	100.0	10,933	100.0
Subtotal of Large Firms	96	100.0	21,945	100.0
Grand Total	3,825	100.0	44,231	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 277 firms, or 40.4% of the services 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.

SERVICES
All Employee Categories

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
15% or LESS				
Small Firms	5,682	60.8	59,205	53.3
Medium Size Firms	591	46.7	55,921	45.0
Large Firms	50	22.7	28,584	15.8
All Size Firms	6,323	58.4	143,710	34.5
16% to 20%				
Small Firms	1,730	18.5	21,985	19.8
Medium Size Firms	274	21.6	27,115	21.8
Large Firms	27	12.3	20,851	11.5
All Size Firms	2,031	18.7	69,951	16.8
21% to 25%				
Small Firms	893	9.6	14,274	12.9
Medium Size Firms	182	14.4	18,147	14.6
Large Firms	47	21.4	33,255	18.4
All Size Firms	1,122	10.4	65,676	15.8
26% to 30%				
Small Firms	526	5.6	8,046	7.2
Medium Size Firms	114	9.0	12,733	10.3
Large Firms	48	21.8	52,784	29.2
All Size Firms	688	6.3	73,563	17.7
MORE THAN 30%				
Small Firms	518	5.5	7,553	6.8
Medium Size Firms	105	8.3	10,268	8.3
Large Firms	48	21.8	45,588	25.2
All Size Firms	671	6.2	63,409	15.2
Subtotal of Small Firms	9,349	100.0	111,063	100.0
Subtotal of Medium Size Firms	1,266	100.0	124,184	100.0
Subtotal of Large Firms	220	100.0	181,062	100.0
Grand Total	10,835	100.0	416,309	100.0

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees that responded to this question. 813 firms, or 96.2% of the applicable services firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix A: Methodology



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SURVEY METHODOLOGY

Sample Design

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

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

Definitions

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

Mining

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

Construction

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

Manufacturing

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

Wholesale Trade

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

Retail Trade

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

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

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

Services

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

Public Administration

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

All Other Industries or Non-classifiable Firms

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

Survey Response Rates

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

TABLE 47A: Survey Response Rates by Geographical Area.

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

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

TABLE 47B: Survey Response Rates by Firm Size

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

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

TABLE 47C: Survey Response Rates by Industry.

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

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

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

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

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

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

TABLE 47E: Methods Used for Reponse.

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

Survey Questionnaire

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

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

Survey Reporting Notes

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

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix B: Other (written) Responses



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



WRITTEN RESPONSES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix C: Questionnaire



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



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

1. Please tell us your contact person: _____

Telephone: (____) _____ EMAIL _____

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

OESC EMPLOYER BENEFITS SURVEY

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

PERSONAL LEAVE (continued)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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OESC EMPLOYER BENEFITS SURVEY

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

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

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

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

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

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

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

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

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

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

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

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

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



OESC EMPLOYER BENEFITS SURVEY

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

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

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SICK LEAVE

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

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

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

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

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

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

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

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

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

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OESC EMPLOYER BENEFITS SURVEY

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

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

MEDICAL/HEALTH/DENTAL

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

OESC EMPLOYER BENEFITS SURVEY

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

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

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

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

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

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

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

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OESC EMPLOYER BENEFITS SURVEY

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

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

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

RETIREMENT

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

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

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EDUCATIONAL BENEFITS

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

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

--	--	--



OESC EMPLOYER BENEFITS SURVEY

	Full- Time	Part- Time	All
	Salary	Hourly	Hourly
			Employees

MISCELLANEOUS BENEFITS

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

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.

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