

Oklahoma Restaurant Employment and All Industry Employment:

A 10-year Trend Analysis Comparison – Phase II
(includes earnings and turnover)



KLAHOMA

Oklahoma Employment Security Commission
Economic Research and Analysis Division



**Oklahoma Restaurant Employment and All Industry
Employment:
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(includes earnings and turnover)**

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Oklahoma Restaurant and All Industry Employment, Earnings and Turnover Comparisons: Executive Report

Introduction

While economic conditions at that time of this writing (March 2017) may have altered the landscape somewhat for the restaurant industry, the significance of its employment past decade growth should not be marginalized. In recent years, a variety of stakeholders, restaurant interest groups and workforce and commerce analysts have noted restaurant employment increases. The previous analysis included public employers reported that restaurant employment growth over the last decade increased faster than an aggregate of all industries' employment. This was found to be true both statewide and for three of Oklahoma's four Metropolitan Statistical Areas (MSA), with the exception of Enid MSA. This analysis examines restaurant industry employment, employee average monthly earnings and employee turnover trends by the employee characteristics of age and sex, comparing these changes with the same items in the all industries aggregate.

The following analysis uses data from the Longitudinal Employer-Household Dynamics (LEHD) program, which is part of the Center for Economic Studies at the U.S. Census Bureau. Oklahoma private employer data for employee characteristics for NAICS 7225 Restaurants and Other Eating Places and for the all industries aggregate, were extracted and analyzed for the 10-year period from 1st quarter 2006 to 4th quarter 2015, when the quarter was available. Oklahoma geological areas of statewide and each of the four MSAs were also extracted and examined.

Summary of Employment Findings

Oklahoma statewide employment for the All ages (Ages 14 to 99) age group of the restaurant industry grew at a larger percentage than all industries over the 10-year period. The oldest two groups, Ages 55 to 64 and 65 to 99, grew the largest percentage in both industries and had their largest percent increases after the recession. The restaurant industry included the age group with the largest percent growth of 76.1 percent in Ages 55 to 64.

Both statewide and in Oklahoma's four MSAs, employment in All ages (Ages 14 to 99) of the restaurant industry grew at a larger percent than all industries over the 10-year period. Table A below, shows this percent change in employment for statewide and the four MSA geographical areas.

Table A: Oklahoma All ages (Ages 14 to 99) 10-Year Employment Percent Change, by Geographic Area

Industry	Statewide Percent Change	Oklahoma City MSA Percent Change	Tulsa MSA Percent Change	Lawton MSA Percent Change	Enid MSA Percent Change
Restaurant (NAICS 7225)	16.9	21.5	15.9	24.8	31.7
All industry	8.8	12.2	6.9	6.3	15.1
Differences	8.1	9.3	9	18.5	16.6

The largest 10-year employment change in the restaurant industry and all industries was in Enid MSA, with percent changes of 31.7 percent and 15.1 percent, respectively. The largest percentage difference between the two industries' growth was in the Lawton MSA with an 18.5 percent difference.

In four Oklahoma MSAs, employment grew the largest percent for both industries in the two oldest age groups of Ages 55 to 64 and 65 to 99. The growth in three of the MSAs showed the same pattern of percentage growth as the statewide: that of the restaurant industry growing the largest percent in the former age group and all industries growing the largest percent in the latter. However, in Lawton MSA the employment also grew the most in the older age group, an astounding 174.4 percent growth.

In this 10-year analysis for the employee characteristic of sex, restaurant and all industries employment was analyzed by the three groups of ‘male’, ‘female’ and ‘both male and female’, for statewide and four Oklahoma MSAs. Restaurant employment for male increased a larger percent than restaurant female and also increased a larger percent than both male and female in all industries. This was also true in all four of Oklahoma MSA geographical areas, with the largest percent growth for both male and female in Enid MSA, with male growing by 46.5 percent and the female group growing by 21.8 percent.

Summary of Earnings Findings

Oklahoma statewide restaurant average monthly earnings increase for All ages (14 to 99) was 28.5 percent, while all industry earnings grew by 34.0 percent for all ages age group. The oldest age group of Ages 65 to 99 had the largest percent earnings growth in both industries, with the next largest percent earnings increase in restaurant in Ages 22 to 24 age group. All industries had their second largest earnings percent increase in the Ages 55 to 64 age group, over the 10-years examined.

A comparison of the 10-year average statewide monthly earnings percent change in the two industries in the four Oklahoma MSA areas, for our nine age groups, identified similar patterns of growth in three of the MSAs. All industry earnings growth in the statewide and the three metropolitan areas of Oklahoma City MSA, Tulsa MSA and the Enid MSA determined that the first and second largest earnings percent growth was in the Ages 65 to 99 and Ages 55 to 64 age groups, respectively. The restaurant very oldest age group also grew the largest percent in the statewide and these same three MSA, with the younger Ages 22 to 24 age group being the second highest in earnings growth.

In the remaining Lawton MSA, all industries also had the oldest and second oldest age group as first and second in percent earnings growth. However in this MSA the restaurant industry had the highest percent earnings in the second oldest age group of Ages 55 to 65, and the second highest earnings increase in the youngest Ages 14 to 18 age group, not the Ages 22 to 24 age group noted above.

Displayed in Table B below is the 10-year percent change in average monthly earnings for all ages (14 to 99) in Oklahoma statewide and the four Oklahoma MSA geographical areas.

Table B: Oklahoma All ages (Ages 14 to 99) 10-Year Earnings¹ Percent Change, by Geographic Area

Industry	Statewide Percent Change	Oklahoma City MSA Percent Change	Tulsa MSA Percent Change	Lawton MSA Percent Change	Enid MSA Percent Change
Restaurant (NAICS 7225)	28.5	28.0	25.4	23.8	46.5
All industry	34.0	38.6	27.2	21.3	31.7
Differences	-5.5	-10.6	-1.8	2.5	14.8

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

All industry earnings increased more than restaurant in the statewide, Oklahoma City MSA and the Tulsa MSA, while all industry earnings increase less than restaurant in the Lawton MSA and Enid MSA.

In this 10-year analysis for the employee characteristic of sex, restaurant and all industries earnings was analyzed by the three groups of ‘male’, ‘female’ and ‘both male and female’, for statewide and four Oklahoma MSAs. In statewide and in the three MSA geographical areas of Oklahoma City MSA, Tulsa MSA and Enid MSA all three groups’ earnings increasing more in all industries than in their restaurant counterparts. However in the remaining Lawton MSA, in all three groups the restaurant earnings increased at a larger percent than their counter parts in all industries.

Female restaurant earnings increased a larger percent than restaurant male in statewide and in all four Oklahoma MSAs. However, all industries female earnings only increased a larger percent than all industries male earnings in the statewide and in the Tulsa MSA.

Summary of Turnover Findings

Restaurant turnover trends are of interest, due to the traditional difficulties the industry often has with staff departures. The 10-year comparison of statewide restaurant turnover by age group determined that all nine ages groups showed larger decline (improvement) than their all industries counterparts. The highest rate of restaurant staff turnover decrease was in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99. This is noteworthy, because this is also the two restaurant age groups that experienced the largest employment percent increases, with the 65 to 99 age group also experiencing the highest percent of earnings increases. Table C below, shows this percent change in turnover for statewide and these four MSA geographical areas.

Table C: Oklahoma All ages (Ages 14 to 99) 10-Year Turnover¹ Percent Change, by Geographic Area

Industry	Statewide Percent Change	Oklahoma City MSA Percent Change	Tulsa MSA Percent Change	Lawton MSA Percent Change	Enid MSA Percent Change
Restaurant (NAICS 7225)	-11.0	-11.2	-9.8	-6.3	-11.9
All industry	-5.2	-6.0	-5.4	4.9	16.5
Differences	-5.8	-5.2	-4.4	-11.2	-28.4

Note¹: First Quarter Employee Turnover (Stable).

A comparison by age group of the statewide 10-year restaurant turnover with those of all industries and in the four Oklahoma MSAs determined that all ages (14 to 99) turnover decreased or improved in restaurant over that of all industries for the same area. The highest turnover rate decrease was in Enid MSA, showing an 11.9 percent decline for all ages, while all industries showed the largest turnover increase of 16.5 percent for all ages.

While the turnover rates in restaurant decreased over that of all industries in all nine statewide age groups, a large majority of age groups in each of the state's four MSAs also did the same. Oklahoma City MSA had eight age groups with turnover decreasing more than all industries, Tulsa MSA had seven age groups with turnover decreasing more than all industries, Lawton MSA had eight age groups with turnover decreasing over that of all industries and Enid MSA having only eight age groups with determinable data, experiencing six age groups with restaurant turnover decreasing over that of all industries for the same age group.

In this 10-year analysis for the employee characteristic of sex, restaurant and all industries turnover was analyzed by the three groups of 'male', 'female' and 'both male and female', for statewide and four Oklahoma MSAs. In statewide and in all four metropolitan areas the three groups' turnovers declined more in restaurant industry than in their counterparts in all industries, or restaurant turnover declined while all industry turnover for the same group increased. Restaurant female turnover declined more than male in the Oklahoma City MSA, Lawton MSA and Enid MSAs, while the reverse was true in statewide and Tulsa MSA. The area with the largest group turnover decline was Enid MSA, where restaurant female declined 18.0 percent.

Section I: Oklahoma Restaurant and All Industry Employment, Earnings and Turnovers Comparisons

Introduction

As noted in our previous report comparing the 10-year trend of “Oklahoma Restaurant Employment and All Industry Employment”, in recent years state and national restaurant associations have noticed employment increases in their industry, an increase also observed by state restaurant establishment managers, workforce analysts and commerce analysts. The previous analysis established and reported that over the 10-year period restaurant industry employment increased faster than an aggregate of all industries’ employment. This was determined to be true statewide and in all Metropolitan Statistical Areas (MSA), with the exception of Enid MSA. It was also determined to be true, that this increase in restaurant employment was not due to increased establishment size, but was related to an increase in the number of establishments in the geographical areas. It was therefore determined that it might be informative to look at restaurant industry employment, employee average weekly earnings and employee turnover trends by the employee characteristics of age and sex, comparing these changes with the same items in the all industries aggregate.

The following analysis uses data from the Longitudinal Employer-Household Dynamics (LEHD) program, which is part of the Center for Economic Studies at the U.S. Census Bureau. Oklahoma data for employee characteristics for NAICS 7225 Restaurants and Other Eating Places and for the all industries aggregate were extracted and analyzed for the 10-year period from 1st quarter 2006 to 4th quarter 2015, when the quarter was available. This analysis examines employment, employee earnings and employee turnovers as they differ in the restaurant and all industries aggregate, by the employee characteristics of age and sex; in the Oklahoma geographic regions of statewide, the four state metropolitan areas, of Oklahoma City MSA, Tulsa MSA, Lawton MSA and Enid MSA. The results are summarized in this report.

This analysis will attempt to answer three specific research questions. First, do employment, employee earnings and employee turnover differ in the restaurant industry and the all industries aggregate by the employee characteristics of age and sex? Second, if they do differ by age and sex, which specific groups having these characteristics differ? Third, if differences are discovered, do these differences exist statewide and persist across all four state MSAs?

Statewide Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Age: 2006-2015

The statewide data for employment, employee earnings and employee age are first displayed in tables by annual changes. On the next page, Table 1 shows the restaurant and all industries aggregate employment annual changes from 2006 to 2015, for the nine age groups All Ages (14 - 99), Ages 14 to 18, Ages 19 to 21, Ages 22 to 24, Ages 25 to 34, Ages 35 to 44, Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99. The overall percent change for each age group during the 10-year period is also provided in Table 1.

Table 1, Oklahoma: All Industries and NAICS 7225 Restaurants and Other Eating Places Employment ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Restaurant NAICS 7225									
2006	97,782	19,218	16,875	12,323	20,520	13,059	9,099	4,014	2,675
2007	99,345	19,525	16,077	12,206	21,212	13,526	9,593	4,308	2,897
2008	104,381	20,628	16,060	12,358	23,010	14,198	10,421	4,651	3,054
2009	105,806	19,034	16,258	12,596	24,003	14,329	11,133	5,089	3,365
2010	100,378	14,733	16,188	12,351	23,944	13,662	10,907	5,127	3,466
2011	100,445	14,236	16,369	12,185	24,129	13,711	10,794	5,414	3,606
2012	104,405	14,787	16,625	12,557	25,289	14,422	11,258	5,713	3,754
2013	107,909	15,382	16,830	12,944	26,099	15,086	11,490	6,089	3,990
2014	110,616	15,962	16,014	13,443	26,761	15,779	11,867	6,626	4,165
2015	114,296	17,382	16,047	13,427	27,009	16,768	12,140	7,069	4,454
Change³	16.9	-9.6	-4.9	9.0	31.6	28.4	33.4	76.1	66.5
All Industries									
Years	All Industries								
2006	1,156,820	44,274	76,747	87,302	258,419	257,787	253,708	135,680	42,902
2007	1,175,934	45,470	75,745	87,435	265,098	255,952	257,563	142,675	45,996
2008	1,208,990	46,841	74,903	87,572	275,781	257,710	265,164	150,900	50,117
2009	1,191,359	43,024	71,220	83,883	275,129	248,237	261,998	155,486	52,382
2010	1,123,288	33,218	65,266	76,896	260,437	232,314	249,369	154,251	51,539
2011	1,148,984	30,990	67,440	77,366	269,498	236,753	250,463	163,027	53,448
2012	1,183,822	31,617	68,468	80,039	278,083	244,194	251,705	171,104	58,613
2013	1,205,712	32,168	69,082	82,126	283,880	249,180	249,001	177,698	62,578
2014	1,228,168	33,328	68,167	84,873	288,659	253,817	248,845	184,142	66,337
2015	1,259,184	36,178	68,522	86,721	296,285	261,949	247,572	191,727	70,231
Change³	8.8	-18.3	-10.7	-0.7	14.7	1.6	-2.4	41.3	63.7

Note¹: Beginning of First Quarter Employment Counts

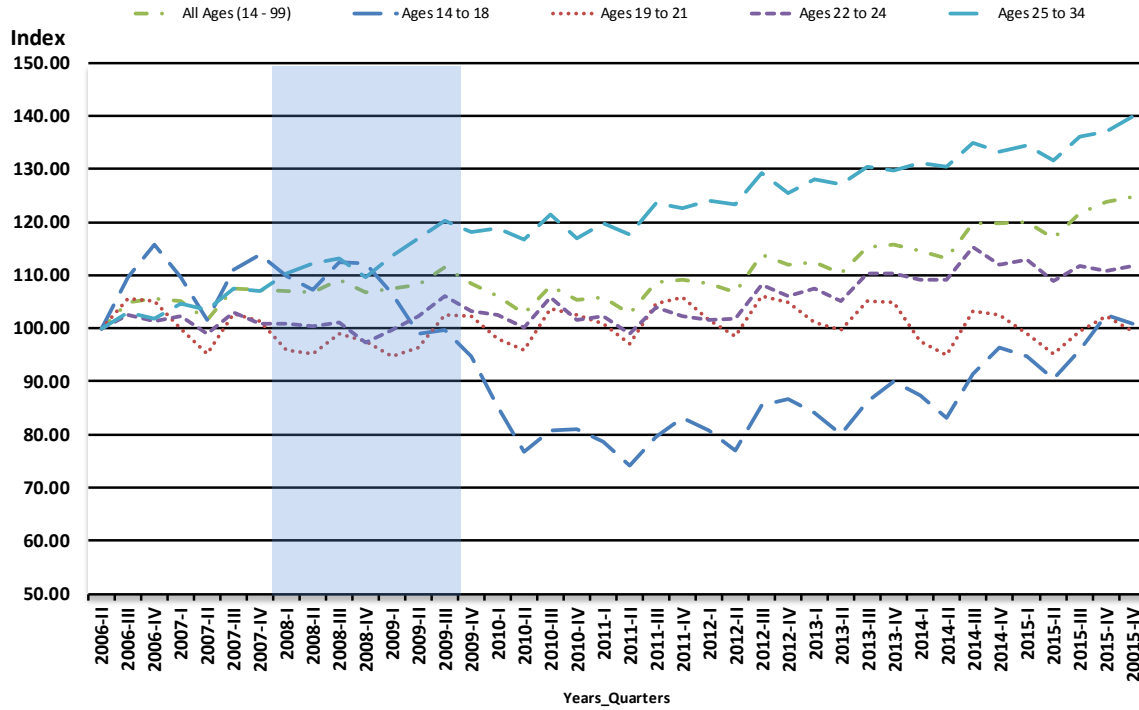
Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In Table 1, the employment for seven restaurant industry ages groups increased during the 10-year period and decreased for two age groups, while employment increased for the five groups the all industries aggregate and decreased for four groups. The percent change in employment for the restaurant industry was either larger than the all industries aggregate or in the two groups where restaurant employment decreased, it decreased less than all industries. The change in restaurant employment was largest in the three oldest age groups of Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99. For all ages (14 to 99 years) restaurant employment increased 16.9 percent while all industries increased only 8.8 percent, with all industries also experiencing their largest employment increases in the two oldest age groups.

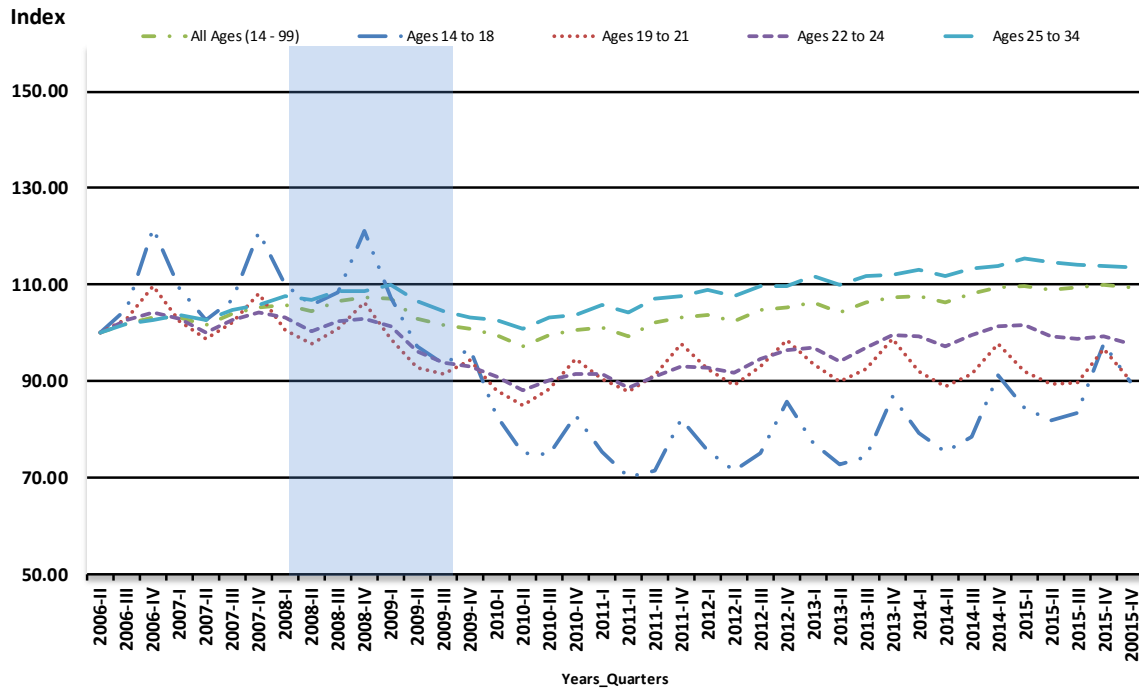
On the next page, Chart 1 displays the restaurant industry 10-year quarterly change (1st quarter 2006 to 4th quarter 2015) for the four youngest age groups, ages 14 through 34, while below it Chart 2 displays the change for these four age groups for all industries, with all age groups indexed to 100.

Chart 1: Oklahoma, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Younger (14 - 34) Age Group - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 2: Oklahoma, All Industries Employment by Employee Younger (14 - 34) Age Groups - Index: Q1/2006 = 100

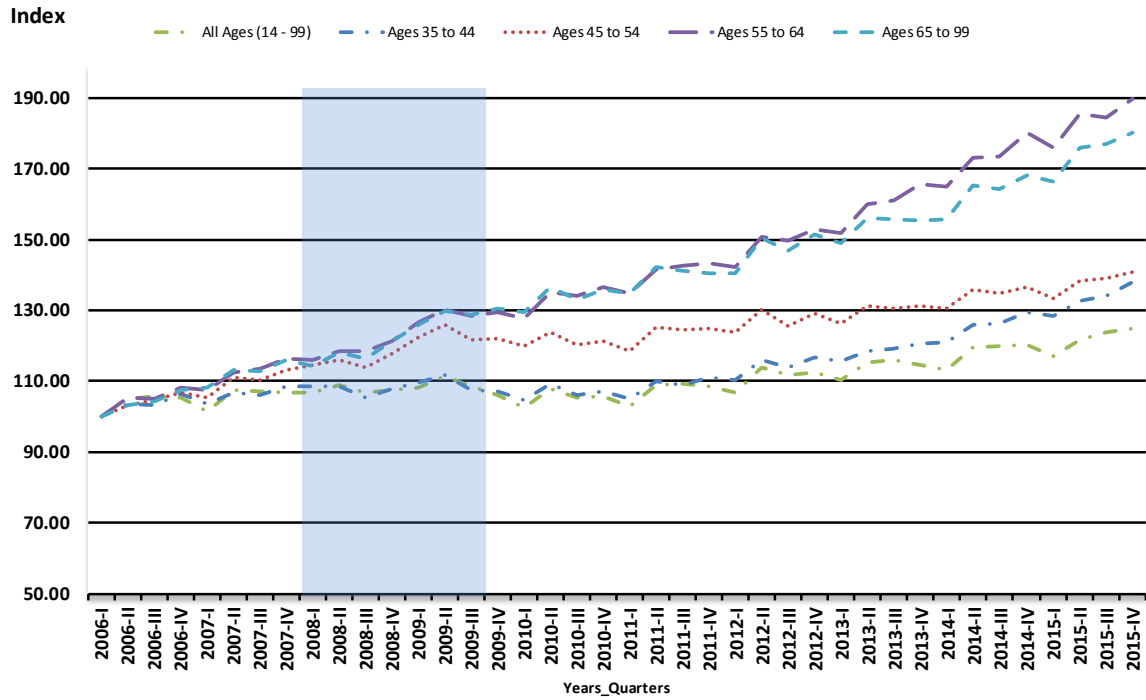


NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

The youngest age group of Ages 14 to 18 in both the restaurant industry and all industries grew at a lower rate over the 10-years than other age groups, displaying volatile up and down changes between many

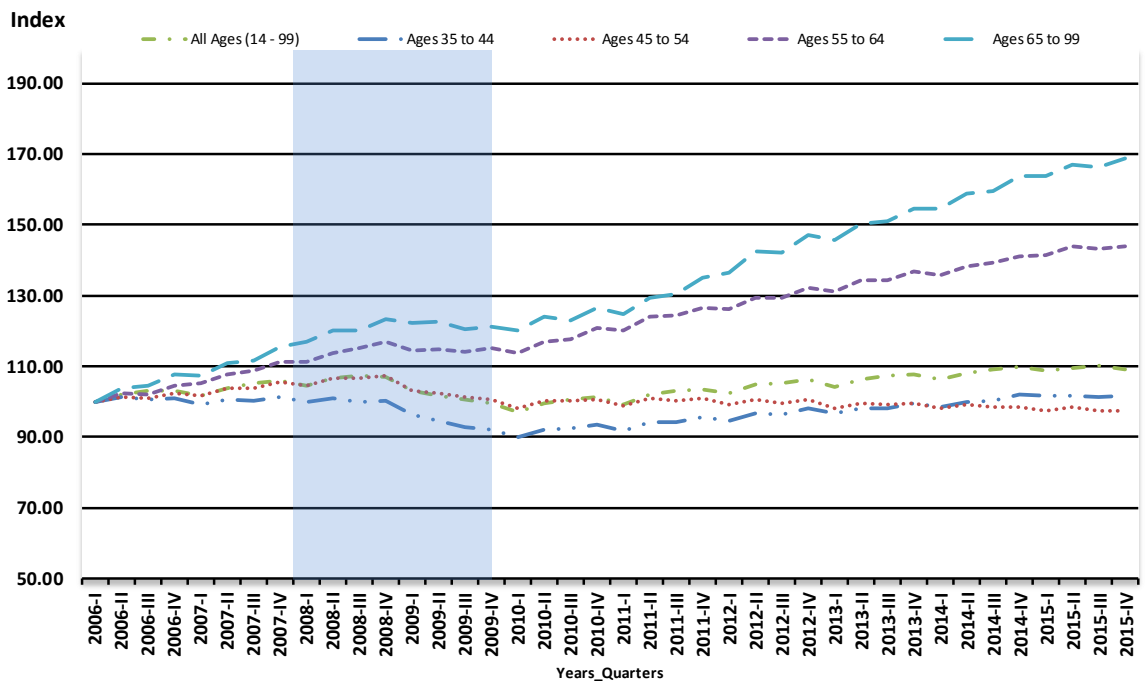
quarters. However the restaurant industry employment in this youngest age group returns almost to index 100 by 2015, and the employment in the oldest age group grew at a higher rate than all industries. Charts 3 and 4 display the four older age groups, ages 35 to 99, in comparison.

Chart 3: Oklahoma, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Older (35 - 99) Age Group - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 4: Oklahoma, All Industries Employment by Employee Older (35 - 99) Age Groups - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

In both the restaurant industry and all industries the employment in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 grew the fastest, with the former age group growing fastest in the restaurant industry and the latter age group growing fastest in all industries: especially so after the recession. However, in both industries, these two older age groups grew faster in the restaurant industry than in all industries. Apparently after the recession employment in both industries advanced in older age groups, while the employment in the two youngest age groups of Ages 14 to 18 and Ages 19 to 21 decreased or remained relatively the same.

Table 2 (below) displays the change in ‘employee average monthly earnings’, by each of the nine age groups.

Table 2, Oklahoma: All Industries and NAICS 7225 Restaurants and Other Eating Places Average Monthly Earnings¹									
by Employee Age Group									
Employee Age Groups									
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Years	Restaurant NAICS 7225								
2006	903	438	651	813	1,055	1,307	1,375	1,269	969
2007	909	431	657	810	1,046	1,285	1,387	1,269	1,052
2008	965	460	695	865	1,114	1,345	1,432	1,355	1,121
2009	981	475	702	866	1,108	1,338	1,430	1,354	1,165
2010	1,009	496	709	882	1,105	1,352	1,422	1,424	1,132
2011	1,031	492	732	900	1,135	1,372	1,450	1,409	1,157
2012	1,099	518	791	973	1,211	1,435	1,513	1,509	1,266
2013	1,096	509	782	981	1,207	1,418	1,509	1,526	1,295
2014	1,120	515	796	1,016	1,226	1,438	1,522	1,590	1,269
2015	1,160	528	833	1,060	1,280	1,483	1,566	1,611	1,358
Change³	28.5	20.5	28.0	30.4	21.3	13.5	13.9	27.0	40.1
Years	All Industries								
2006	2,756	500	922	1,405	2,267	3,099	3,862	3,765	2,275
2007	2,829	503	982	1,486	2,374	3,199	3,895	3,778	2,387
2008	2,948	530	1,024	1,553	2,473	3,325	4,003	3,969	2,573
2009	2,870	538	1,013	1,562	2,450	3,236	3,764	3,833	2,567
2010	2,901	545	969	1,467	2,426	3,257	3,811	3,862	2,542
2011	3,113	547	985	1,550	2,550	3,461	4,121	4,229	2,740
2012	3,419	580	1,080	1,699	2,809	3,805	4,469	4,711	3,099
2013	3,494	574	1,109	1,768	2,889	3,911	4,522	4,816	3,187
2014	3,624	579	1,134	1,756	2,993	4,061	4,689	5,016	3,377
2015	3,693	587	1,142	1,811	3,085	4,151	4,715	5,130	3,467
Change³	34.0	17.4	23.9	28.9	36.1	33.9	22.1	36.3	52.4

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Over 10-years, restaurant employee earnings had a greater percent increase than all industries in only three age groups, Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24. The largest percent of earnings increase for both industries was Ages 65 to 99. It should be noted that the restaurant industry is known for paying lower salaries than most industries. However, over the 10-years restaurant employee earnings displayed increases averaging more than 2 percent annually for All Ages (14 to 99). Turnover rates are next considered.

Table 3, Oklahoma: All Industries and NAICS NAICS 7225 Restaurants and Other Eating Places Turn-over ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Restaurant NAICS 7225									
2006	0.209	0.304	0.252	0.220	0.193	0.155	0.130	0.117	0.148
2007	0.210	0.299	0.252	0.227	0.198	0.158	0.132	0.119	0.157
2008	0.210	0.303	0.252	0.222	0.198	0.161	0.140	0.114	0.145
2009	0.191	0.264	0.233	0.210	0.188	0.152	0.126	0.109	0.121
2010	0.166	0.226	0.210	0.185	0.168	0.132	0.109	0.091	0.113
2011	0.180	0.265	0.225	0.200	0.176	0.145	0.116	0.097	0.124
2012	0.180	0.272	0.235	0.199	0.173	0.140	0.117	0.104	0.115
2013	0.188	0.281	0.240	0.208	0.180	0.153	0.121	0.107	0.123
2014	0.182	0.273	0.236	0.205	0.178	0.145	0.116	0.098	0.120
2015	0.186	0.284	0.233	0.204	0.181	0.150	0.123	0.103	0.122
Change³	-11.0	-6.6	-7.5	-7.3	-6.2	-3.2	-5.4	-12.0	-17.6
Years	All Industries								
2006	0.116	0.293	0.239	0.191	0.134	0.098	0.074	0.066	0.083
2007	0.116	0.290	0.238	0.192	0.136	0.098	0.075	0.067	0.084
2008	0.116	0.292	0.240	0.189	0.136	0.100	0.075	0.064	0.082
2009	0.108	0.256	0.220	0.175	0.126	0.093	0.072	0.063	0.079
2010	0.099	0.228	0.207	0.167	0.118	0.087	0.067	0.058	0.072
2011	0.104	0.257	0.230	0.179	0.125	0.091	0.069	0.058	0.073
2012	0.103	0.262	0.228	0.179	0.124	0.091	0.069	0.057	0.069
2013	0.103	0.268	0.226	0.178	0.122	0.091	0.070	0.057	0.071
2014	0.105	0.268	0.230	0.182	0.125	0.093	0.072	0.058	0.072
2015	0.110	0.280	0.235	0.188	0.129	0.098	0.077	0.061	0.076
Change³	-5.2	-4.4	-1.7	-1.6	-3.7	0.0	4.1	-7.6	-8.4

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 3 is not indexed, and shows the original annual turnover rates for each age group. A more complete description for “First Quarter Employee Turnover” is: The rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment¹. It should be noted that age group Ages 14 to 18 consist of many seasonal employees, who may leave when the school term begins, thus may show differing turnover trends than other groups, because of this reason.

It is well known that restaurants have comparatively high staff turnover rates. However, the table shows that over the 10-year period in all 9 age groups examined, restaurant turnover rates improved or decreased more rapidly than they did for all industries for the same age group. The highest rate of restaurant staff turnover improvement (decrease) was in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99. This is noteworthy, because this is also the two restaurant age groups that experienced the largest employment percent increases, with the 65 to 99 age group also experiencing the highest percent of earnings increases.

Statewide Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Sex: 2006-2015

¹As defined at: <https://ledextract.ces.census.gov/static/data.html>

Table 4, Oklahoma: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Employment¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	43,139	54,644	97,782	611,783	545,037	1,156,820
2007	43,747	55,598	99,345	619,711	556,223	1,175,934
2008	45,959	58,422	104,381	638,888	570,102	1,208,990
2009	47,013	58,793	105,806	626,526	564,833	1,191,359
2010	45,299	55,079	100,378	582,597	540,690	1,123,288
2011	45,155	55,290	100,445	605,079	543,905	1,148,984
2012	46,797	57,608	104,405	629,582	554,240	1,183,822
2013	48,956	58,952	107,909	645,504	560,209	1,205,712
2014	50,272	60,344	110,616	658,066	570,102	1,228,168
2015	52,298	61,998	114,296	674,599	584,585	1,259,184
Change³	21.2	13.5	16.9	10.3	7.3	8.8

Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Restaurant employment by both sexes grew at a larger percent over the 10-year period than all industries, with restaurant male employment growing faster than female (21.2 percent to 13.5 percent).

Table 5, Oklahoma: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Average Monthly Average Monthly Earnings¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	1,035	800	903	3,484	1,939	2,756
2007	1,037	807	909	3,557	2,018	2,829
2008	1,089	868	965	3,710	2,094	2,948
2009	1,097	889	981	3,566	2,097	2,870
2010	1,122	917	1,009	3,618	2,128	2,901
2011	1,147	937	1,031	3,894	2,241	3,113
2012	1,210	1,008	1,099	4,286	2,435	3,419
2013	1,198	1,012	1,096	4,347	2,511	3,494
2014	1,223	1,035	1,120	4,523	2,586	3,624
2015	1,259	1,077	1,160	4,578	2,668	3,693
Change³	21.6	34.6	28.5	31.4	37.6	34.0

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In all three groupings of male, female and ‘both male and female’ all industries earnings grew at a larger rate than the restaurant industry over the 10-year period. In the restaurant industry, female earnings grew at a higher rate than male (34.6 percent to 21.6 percent), but did not increase enough to match the monthly average of male by 2015. Below Table 6 gives the employee turnover for these same two industries.

Table 6, Oklahoma: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Turn-over¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	0.217	0.203	0.209	0.112	0.120	0.116
2007	0.215	0.205	0.210	0.112	0.121	0.116
2008	0.214	0.206	0.210	0.112	0.120	0.116
2009	0.196	0.186	0.191	0.105	0.110	0.108
2010	0.170	0.163	0.166	0.096	0.103	0.099
2011	0.183	0.178	0.180	0.102	0.106	0.104
2012	0.182	0.179	0.180	0.100	0.107	0.103
2013	0.193	0.183	0.188	0.100	0.107	0.103
2014	0.186	0.178	0.182	0.102	0.109	0.105
2015	0.192	0.180	0.186	0.107	0.113	0.110
Change³	-11.5	-11.3	-11.0	-4.5	-5.8	-5.2

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 6 shows the three sex groups in the restaurant industry over the 10-years decreased their turnover rates at a higher percent than did all industries. However, in the restaurant industry both sexes had virtually identical decreases in percent, with male decreasing 11.5 percent and the female 11.3 percent.

Summary of Statewide Restaurant and All Industry 10-Year Trends

The employment of the ‘all ages’ group of the restaurant industry grew at a larger percent than all industries over the 10-year period, with the oldest two groups, Ages 55 to 64 and 65 to 99, growing the largest percentage in both industries and having the largest percent increases after the recession. The restaurant industry had the age group with the largest percent growth of 76.1 percent in Ages 55 to 64.

Only three younger restaurant industry age groups had higher 10-year earnings increase percent than all industries, Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24. The largest earnings percent increase in both industries was in Ages 65 to 99.

Turnovers, always a problem in the restaurant industry, showed a remarkable percent decrease over the 10-years, with only Ages 22 to 24 having less than all industries turnovers decrease.

When comparing the restaurant industry to all industries by sex, male restaurant employment increased at a larger percent than female of either industry and larger than male of all industries. Female restaurant earnings increased a larger percent than male of either industry, but not more than female of all industries and not enough to match male weekly earnings in their industry; and turnovers in restaurant of female, male and ‘both male and female’ decreased more than their counterpart in all industries.

Section II: Oklahoma City Metropolitan Statistical Area (MSA) Restaurant and All Industry Employment, Earnings and Turnovers Comparisons

In this section the analysis also uses data from the Longitudinal Employer-Household Dynamics (LEHD) program, as was used in in the Oklahoma statewide section. Data for employee characteristics for NAICS 7225 Restaurants and Other Eating Places and for the all industries aggregate were extracted and analyzed for the 10-year period from 1st quarter 2006 to 4th quarter 2015 for Oklahoma City Metropolitan Statistically Area (MSA), whenever the data for the quarter were available. The employee characteristics of age and sex are examined for both industries in a comparative look at their employment, earnings and turnovers. The remaining three sections after this one for Tulsa MSA, Lawton MSA and Enid MSA also use this same data in an analysis to see if the statewide data, also holds true for all four state MSAs.

Oklahoma City MSA Trends for Employment, Employee Earnings and Employee Trends by the Employee Characteristic of Age: 2006-2015

Table 7 below shows the restaurant and all industries aggregate employment annual changes from 2006 to 2015, for the nine age groups of: All Ages (14 - 99), Ages 14 to 18, Ages 19 to 21, Ages 22 to 24, Ages 25 to 34, Ages 35 to 44, Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99. The overall percent change for each age group during the 10-year period is also provided in the table.

by Employee Age Group									
Employee Age Groups									
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Years	Restaurant NAICS 7225								
2006	39,814	6,900	7,122	5,467	8,699	5,246	3,651	1,531	1,197
2007	39,494	7,154	6,509	5,244	8,650	5,284	3,784	1,634	1,234
2008	42,001	7,537	6,578	5,331	9,544	5,646	4,176	1,813	1,377
2009	43,438	7,345	6,647	5,482	10,015	5,799	4,580	2,066	1,505
2010	41,927	5,726	6,681	5,352	10,239	5,668	4,531	2,151	1,580
2011	42,078	5,641	6,739	5,228	10,352	5,654	4,521	2,334	1,610
2012	43,672	5,849	6,783	5,348	10,639	6,103	4,726	2,475	1,750
2013	45,248	6,315	6,852	5,528	10,954	6,321	4,796	2,673	1,809
2014	47,125	6,525	6,598	5,811	11,521	6,710	5,096	2,936	1,928
2015	48,361	6,930	6,615	5,851	11,603	7,048	5,164	3,109	2,041
Change³	21.5	0.4	-7.1	7.0	33.4	34.3	41.4	103.1	70.5
Years	All Industries								
2006	441,590	15,741	30,219	35,718	102,496	97,459	94,423	49,600	15,934
2007	441,829	16,240	29,060	35,177	103,762	94,997	94,624	51,196	16,773
2008	456,204	16,602	28,530	35,003	108,320	96,423	97,878	55,072	18,376
2009	454,838	15,876	27,288	33,926	109,658	93,963	97,648	57,169	19,310
2010	433,781	12,286	25,496	31,382	105,761	89,592	93,515	56,841	18,908
2011	444,374	11,638	26,346	31,198	110,188	91,567	93,632	60,072	19,732
2012	459,953	12,046	26,743	32,513	113,665	95,453	94,235	63,481	21,817
2013	470,718	12,531	27,091	33,378	116,715	97,617	93,622	66,329	23,434
2014	479,301	12,943	26,747	34,180	118,182	99,545	93,936	68,698	25,071
2015	496,244	13,921	26,711	34,760	121,223	104,023	95,240	73,332	27,034
Change³	12.4	-11.6	-11.6	-2.7	18.3	6.7	0.9	47.8	69.7

Note¹: Beginning of First Quarter Employment Counts

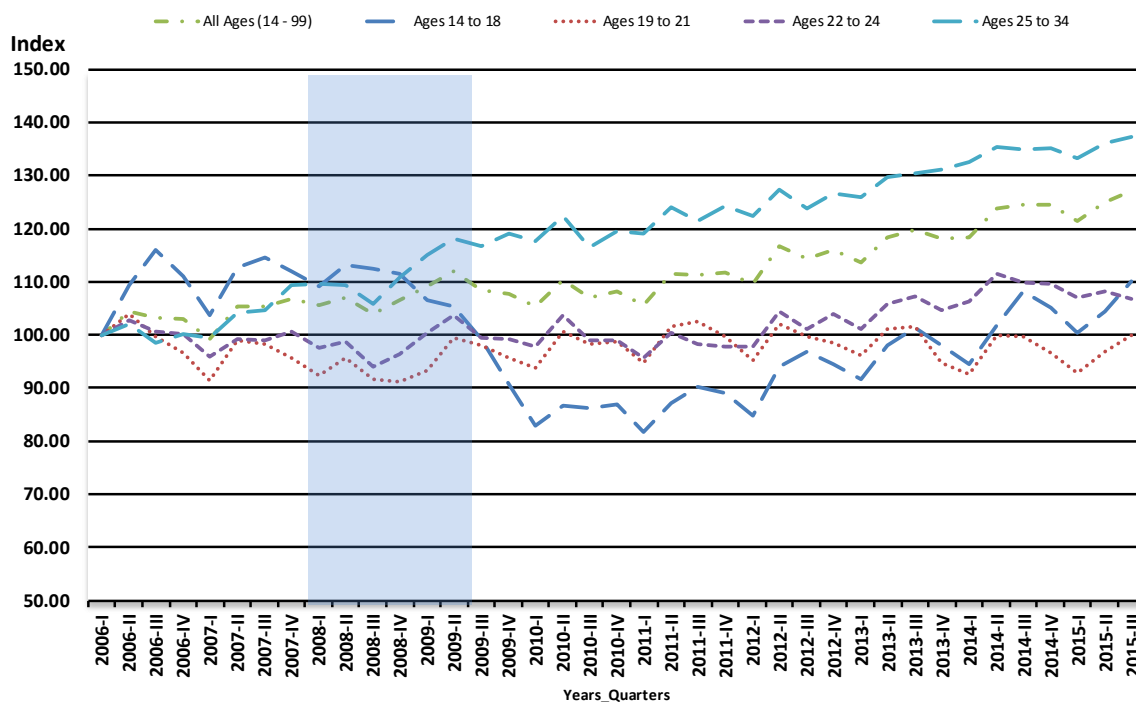
Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In Table 7, the employment for eight restaurant industry ages groups increased during the 10-year period and decreased for one age group, while employment increased in six groups of the all industries aggregate and decreased for three groups. The percent change in employment for the restaurant industry was either larger than the all industries aggregate or in the one group where restaurant employment decreased, it decreased less than all industries. The change in restaurant employment was largest in the three oldest age groups of Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99. For all ages (14 to 99 years) restaurant employment increased 21.9 percent compared to all industries 12.4 percent, with all industries also experiencing their largest employment increases in the two oldest age groups. Thus the employment changes for the two industries in the Oklahoma City MSA resembled their relative changes in the Statewide Oklahoma, only both experienced larger employment percent growth in the Oklahoma City MSA.

Below, Chart 5 displays the restaurant industry 10-year quarterly change (1st quarter 2006 to 4th quarter 2015) for the four youngest age groups, ages 14 through 34 and All ages (14 -99), while on the next page Chart 6 displays the change for these same age groups for all industries, with all age groups indexed to 100.

Chart 5: Oklahoma City MSA, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Younger (14 - 34) Age Group - Index: Q1/2006 = 100

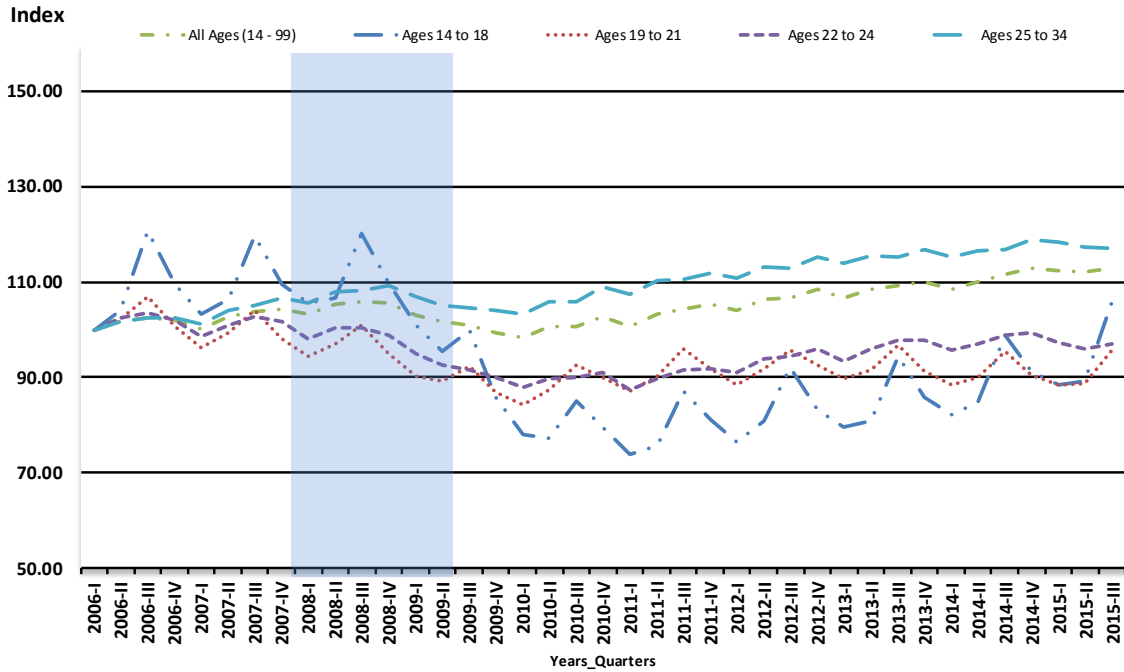


NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 5 shows that the largest restaurant employment increase in these four younger age groups was in the Age 25 to 34 group, with an over 30% increase in employment.

On the next page, Chart 6 displays the all industries employment 10-year changes for the same four age groups, along with the All ages (14 to 99) group.

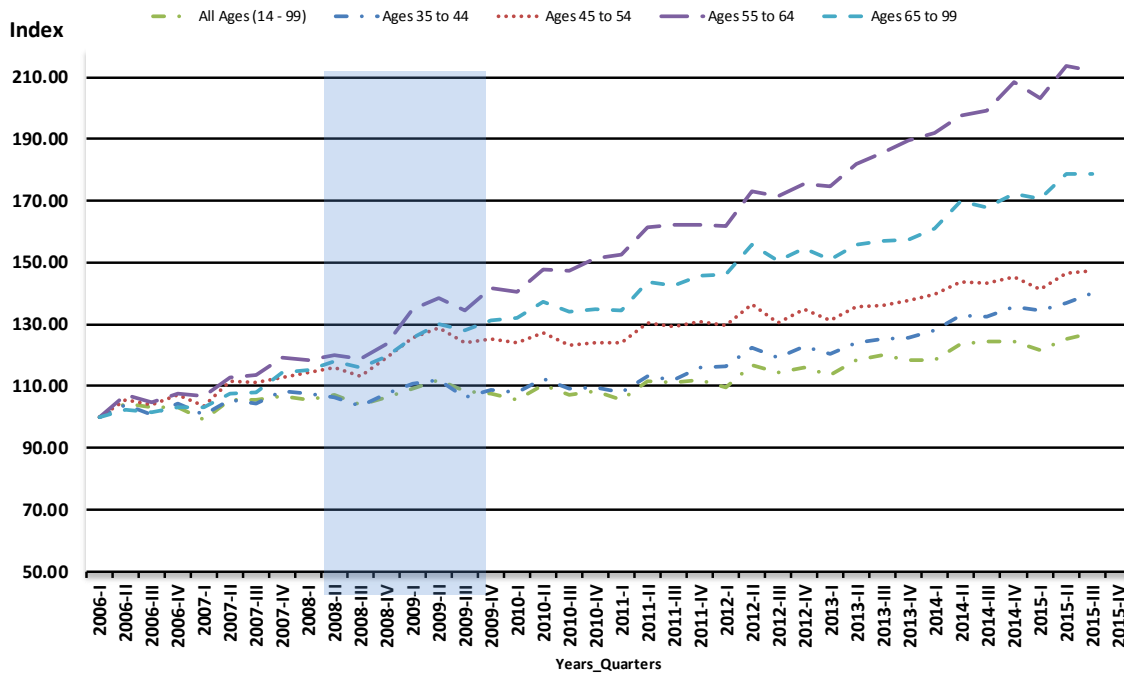
Chart 6: Oklahoma City MSA, All Industries Employment by Employee Younger (14 - 34) Age Groups - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

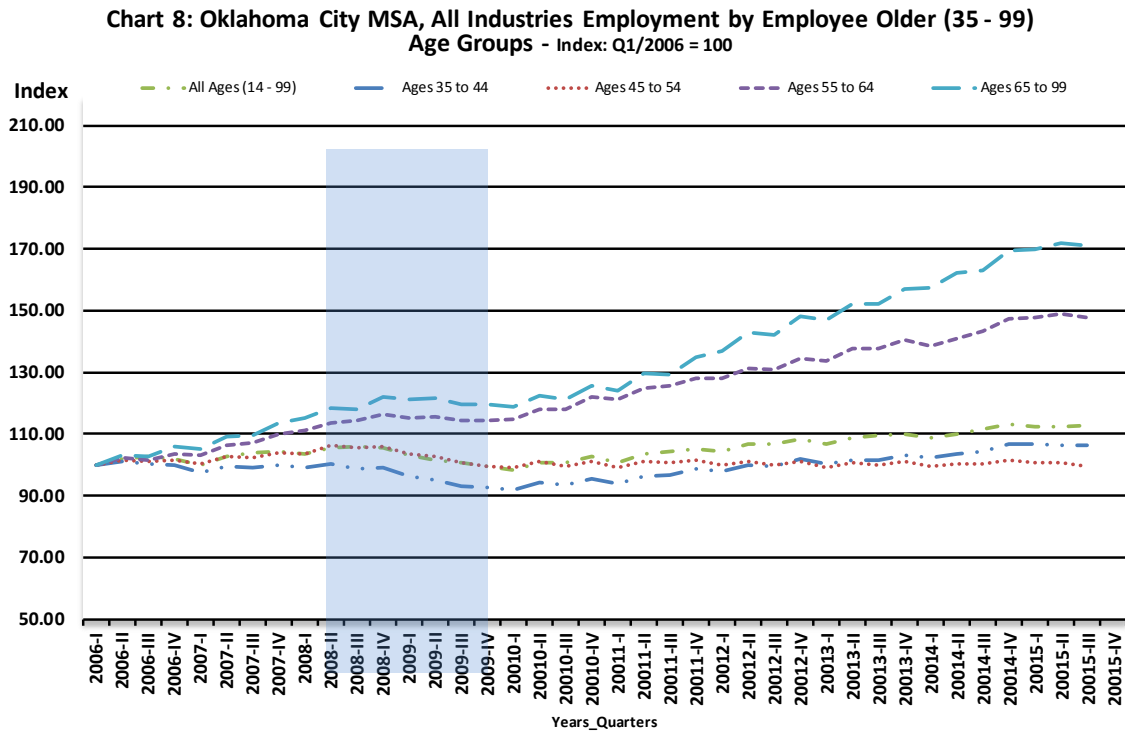
The growth rate in the next to the youngest age group of Ages 19 to 21 in both the restaurant industry and all industries remained below the 100 index during most quarters, especially after the recession, decreasing across the 10-years. During most quarters of the period the age group Ages 25 to 34 in both industries grew the most. Chart 7 below, displays the four older restaurant age groups, Ages 35 to 99.

Chart 7: Oklahoma City MSA, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Older (35 - 99) Age Group - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 8 below shows the same four age groups for a comparison with the restaurant industry in Chart 7, on the previous page.



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

In the restaurant industry and all industries the employment in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 grew the fastest, with the former age growing fastest in the restaurant industry and the latter age group growing fastest in all industries: especially so after the recession. However, in both industries, these two older age groups grew faster in the restaurant industry than in all industries. Apparently after the recession employment in both industries advanced in older age groups, while the employment in the two youngest age groups of Ages 14 to 18 and Ages 19 to 21 decreased or remained relatively the same.

Table 8 on the next page, displays the change in ‘employee average monthly earnings’, by each of the nine age groups.

Table 8, Oklahoma City: All Industries and NAICS 7225 Restaurants and Other Eating Places Average Monthly Earnings¹									
by Employee Age Group									
Employee Age Groups									
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Years	Restaurant NAICS 7225								
2006	953	468	678	848	1,099	1,384	1,429	1,294	995
2007	963	452	690	850	1,099	1,359	1,451	1,381	1,138
2008	1,008	476	721	910	1,160	1,379	1,468	1,372	1,188
2009	1,029	493	733	907	1,162	1,388	1,473	1,391	1,292
2010	1,033	504	725	903	1,130	1,375	1,435	1,421	1,175
2011	1,067	493	762	927	1,179	1,414	1,471	1,421	1,245
2012	1,139	522	814	995	1,268	1,476	1,530	1,508	1,361
2013	1,140	516	806	1,017	1,264	1,461	1,566	1,541	1,392
2014	1,182	530	832	1,075	1,303	1,508	1,569	1,642	1,347
2015	1,220	540	872	1,104	1,354	1,551	1,607	1,680	1,430
Change³	28.0	15.4	28.6	30.2	23.2	12.1	12.5	29.8	43.7
Years	All Industries								
2006	2,745	527	916	1,421	2,303	3,101	3,846	3,758	2,338
2007	2,844	519	981	1,502	2,428	3,201	3,949	3,807	2,524
2008	3,034	539	989	1,542	2,537	3,393	4,207	4,157	2,774
2009	2,948	553	1,030	1,589	2,548	3,314	3,929	3,933	2,669
2010	3,027	556	1,009	1,480	2,553	3,384	4,051	4,069	2,723
2011	3,218	552	983	1,608	2,656	3,571	4,330	4,436	2,898
2012	3,516	581	1,050	1,725	2,943	3,916	4,648	4,902	3,192
2013	3,558	565	1,083	1,820	3,012	3,984	4,602	4,973	3,325
2014	3,668	584	1,101	1,716	3,112	4,148	4,729	5,103	3,521
2015	3,805	593	1,105	1,777	3,246	4,348	4,762	5,351	3,611
Change³	38.6	12.5	20.6	25.1	40.9	40.2	23.8	42.4	54.4

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 8 displays that over the 10-years the average monthly earnings of only the three restaurant age groups of Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24 increased more than that of all industries. The greatest earnings increase for both industries was the oldest age groups of Ages 55 to 64 and Ages 65 to 99. The average monthly earnings increase for restaurant all ages (14 to 99 years) over the 10-years was 28.0 percent, while the average monthly earnings increase for all industries for this period was 38.6 percent. The largest percent of earnings increase for both industries was Ages 65 to 99. It should be noted that the restaurant industry is known for paying lower salaries than most industries, with their employees' earnings much less than in all industries. In comparing the amounts of each in the first quarter of 2015, six of the nine age groups the restaurant average monthly earnings were less than half the amounts of all industries

Turnover rates are considered on the next page in Table 9.

Table 9, Oklahoma City: All Industries and NAICS NAICS 7225 Restaurants and Other Eating Places Turnover ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Restaurant NAICS 7225									
2006	0.205	0.306	0.246	0.211	0.188	0.157	0.129	0.128	0.154
2007	0.208	0.298	0.249	0.219	0.196	0.161	0.132	0.125	0.156
2008	0.200	0.299	0.244	0.210	0.190	0.146	0.126	0.116	0.151
2009	0.184	0.265	0.225	0.201	0.182	0.145	0.114	0.112	0.114
2010	0.168	0.241	0.211	0.184	0.168	0.133	0.110	0.088	0.115
2011	0.179	0.275	0.222	0.195	0.172	0.144	0.118	0.101	0.129
2012	0.176	0.275	0.235	0.191	0.166	0.141	0.115	0.102	0.111
2013	0.188	0.292	0.241	0.207	0.182	0.150	0.117	0.109	0.124
2014	0.178	0.279	0.237	0.198	0.173	0.142	0.113	0.093	0.121
2015	0.182	0.290	0.222	0.202	0.178	0.146	0.122	0.100	0.123
Change³	-11.2	-5.2	-9.8	-4.3	-5.3	-7.0	-5.4	-21.9	-20.1
Years	All Industries								
2006	0.117	0.296	0.236	0.188	0.133	0.098	0.077	0.070	0.086
2007	0.117	0.293	0.236	0.186	0.134	0.098	0.078	0.067	0.087
2008	0.116	0.292	0.239	0.184	0.135	0.099	0.075	0.065	0.086
2009	0.108	0.260	0.215	0.175	0.123	0.093	0.073	0.066	0.079
2010	0.102	0.239	0.211	0.169	0.117	0.087	0.069	0.060	0.075
2011	0.106	0.270	0.229	0.178	0.123	0.091	0.069	0.059	0.078
2012	0.104	0.271	0.231	0.180	0.122	0.090	0.070	0.058	0.071
2013	0.104	0.280	0.226	0.179	0.120	0.089	0.070	0.059	0.073
2014	0.108	0.276	0.233	0.186	0.125	0.094	0.074	0.061	0.075
2015	0.110	0.286	0.232	0.188	0.126	0.097	0.077	0.062	0.079
Change³	-6.0	-3.4	-1.7	0.0	-5.3	-1.0	0.0	-11.4	-8.1

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 9 is not indexed, and shows the original annual turnover rates for each age group. A more complete description for “First Quarter Employee Turnover” is: the rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment². It should be noted that age group Ages 14 to 18 consist of many seasonal employees, who may leave when the school term begins, thus may show differing turnover trends than other groups, because of this reason.

It is well known that restaurants have comparatively high staff turnover rates. However, the table shows that over the 10-year period in 8 of the 9 age groups examined, restaurant turnover rates improved or decreased more rapidly than they did for all industries for the same age group, the exception being the Ages 25 to 34 group, which decreased the same as all industries, at 5.3 percent. The highest rate of restaurant staff turnover improvement (decrease) was in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99. This is noteworthy, because this is also the two restaurant age groups that experienced the largest employment percent increases, with the 65 to 99 age group also experiencing the highest percent of earnings increases.

Oklahoma City MSA Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Sex: 2006-2015

²As defined at: <https://ledextract.ces.census.gov/static/data.html>

Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	18,486	21,327	39,814	231,476	210,113	441,590
2007	18,226	21,268	39,494	230,571	211,258	441,829
2008	19,480	22,521	42,001	237,929	218,274	456,204
2009	20,225	23,213	43,438	235,730	219,108	454,838
2010	19,765	22,163	41,927	223,229	210,552	433,781
2011	19,752	22,326	42,078	231,842	212,532	444,374
2012	20,243	23,429	43,672	241,014	218,938	459,953
2013	21,311	23,937	45,248	248,122	222,595	470,718
2014	22,279	24,845	47,125	252,536	226,765	479,301
2015	22,872	25,489	48,361	262,360	233,884	496,244
Change³	23.7	19.5	21.5	13.3	11.3	12.4

Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Restaurant employment by both sexes grew at a larger percent over the 10-year period than all industries, with restaurant male employment growing faster than female restaurant employment (23.7% to 19.5%).

Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	1,085	839	953	3,408	2,015	2,745
2007	1,098	848	963	3,536	2,090	2,844
2008	1,133	899	1,008	3,788	2,212	3,034
2009	1,155	920	1,029	3,642	2,203	2,948
2010	1,149	930	1,033	3,758	2,253	3,027
2011	1,184	964	1,067	4,011	2,354	3,218
2012	1,259	1,035	1,139	4,391	2,552	3,516
2013	1,245	1,047	1,140	4,410	2,609	3,558
2014	1,287	1,088	1,182	4,551	2,683	3,668
2015	1,321	1,131	1,220	4,714	2,782	3,805
Change³	21.8	34.8	28.0	38.3	38.1	38.6

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In all three groupings of male, female and ‘both male and female’ all industries earnings grew at a larger rate than the restaurant industry over the 10-year period. In the restaurant industry, female earnings grew at a higher rate than male (34.8 percent to 21.8 percent), but did not increase enough to match the monthly average of male by 2015. Below Table 12 gives the employee turnover for these same two industries.

Table 12, Oklahoma City: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Turnover¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees²
2006	0.210	0.202	0.205	0.114	0.121	0.117
2007	0.207	0.208	0.208	0.114	0.121	0.117
2008	0.199	0.200	0.200	0.113	0.119	0.116
2009	0.187	0.181	0.184	0.106	0.110	0.108
2010	0.168	0.167	0.168	0.099	0.104	0.102
2011	0.178	0.179	0.179	0.104	0.107	0.106
2012	0.176	0.176	0.176	0.102	0.107	0.104
2013	0.193	0.184	0.188	0.101	0.107	0.104
2014	0.182	0.175	0.178	0.105	0.111	0.108
2015	0.187	0.177	0.182	0.108	0.112	0.110
Change³	-11.0	-12.4	-11.2	-5.3	-7.4	-6.0

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 12 shows that both sexes in the restaurant industry over the 10-years decreased their turnover rates at a higher percent than did all industries. However, in the restaurant industry female decreased 1.4 percent more in turnover than male, with male decreasing 11.0 percent and the female 12.4 percent.

Summary of Oklahoma City MSA Restaurant and All Industry 10-year Trends

Employment for eight of the nine restaurant industry ages groups increased during the 10-year period and decreased for one age group. In all industries, employment increased in six groups and decreased for three groups. The percent change in employment for the restaurant industry in each age group was either larger than the same all industries age group or decreased less than all industries in the one restaurant age group that experienced a decreased. The change in restaurant employment was largest in the Ages 55 to 64 followed by the second largest in Ages 65 to 99. Restaurant employment tended to increase for most age groups after the recession. All industries increased the most in these same two older age groups, but with the older of the two age groups increasing the fastest. For all ages (14 to 99 years) restaurant employment increased 21.9 percent to all industries 12.4 percent.

Only three younger restaurant industry age groups had higher 10-year earnings increase percent than all industries, Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24. The largest earnings percent increase in both industries was in Ages 65 to 99.

Turnover, always a problem in the restaurant industry, showed a remarkable percent decrease across the 10-years when compared to all industries, with only Ages 25 to 34 not exceeding the other’s decreases in turnover. Each industry had the identical decrease of 5.3 percent in that same age group.

When comparing the restaurant industry to all industries by sex, male restaurant employment increased at a larger percent than female of either industry and larger than male of all industries. Restaurant both sexes employment increased at 21.5 percent compared to 12.4 percent for all industry both sexes.

All industry female, male and both sexes earnings each increased at larger percentages than their counterparts in the restaurant industry.

All three of the restaurant sex groups had greater turnover decreases than their all industries counterpart, with the restaurant female turnover decreasing the most, 12.4 percent to restaurant male 11.0 percent.

Section III: Tulsa Metropolitan Statistical Area (MSA) Restaurant and All Industry Employment, Earnings and Turnover Comparisons

Tulsa MSA Trends for Employment, Employee Earnings and Employee Trends by the Employee Characteristic of Age: 2006-2015

Table 13 below shows the restaurant and all industries aggregate employment annual changes from 2006 to 2015, for the nine age groups of: All Ages (14 - 99), Ages 14 to 18, Ages 19 to 21, Ages 22 to 24, Ages 25 to 34, Ages 35 to 44, Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99, with overall percent changes.

Table 13, Tulsa MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places Employment¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
	Restaurant NAICS 7225								
2006	27,159	5,521	4,459	3,110	5,772	3,666	2,599	1,201	832
2007	27,651	5,367	4,339	3,147	5,985	3,865	2,681	1,301	968
2008	29,268	5,895	4,269	3,297	6,492	4,138	2,845	1,391	941
2009	29,465	5,156	4,477	3,439	6,689	4,055	3,087	1,520	1,041
2010	27,650	3,995	4,378	3,328	6,540	3,818	2,977	1,540	1,074
2011	27,487	3,811	4,386	3,274	6,544	3,848	2,961	1,551	1,113
2012	28,475	3,987	4,504	3,371	6,964	3,956	3,029	1,589	1,074
2013	29,568	4,025	4,592	3,475	7,294	4,176	3,155	1,667	1,184
2014	30,446	4,233	4,426	3,678	7,444	4,381	3,210	1,840	1,234
2015	31,471	4,750	4,323	3,626	7,532	4,637	3,310	1,972	1,321
Change³	15.9	-14.0	-3.1	16.6	30.5	26.5	27.4	64.2	58.8
Years	All Industries								
2006	355,854	12,846	20,784	23,776	78,239	81,587	81,133	44,292	13,196
2007	364,623	13,222	21,191	24,342	80,937	81,558	82,097	46,928	14,349
2008	375,561	13,754	20,916	24,799	83,801	82,585	84,846	49,423	15,438
2009	369,285	12,306	19,999	23,998	83,058	79,441	83,483	50,961	16,039
2010	347,809	9,548	18,211	21,892	78,243	73,745	79,564	50,710	15,897
2011	352,402	8,597	18,616	21,900	79,777	74,648	79,559	52,911	16,395
2012	363,148	8,737	18,764	22,448	82,438	76,670	80,273	55,687	18,132
2013	367,461	8,801	18,772	22,963	84,093	77,672	78,559	57,233	19,368
2014	375,207	9,215	18,721	24,127	86,018	78,825	78,455	59,390	20,456
2015	380,357	10,302	19,137	24,842	88,469	79,856	76,458	59,750	21,543
Change³	6.9	-19.8	-7.9	4.5	13.1	-2.1	-5.8	34.9	63.3

Note¹: Beginning of First Quarter Employment Counts

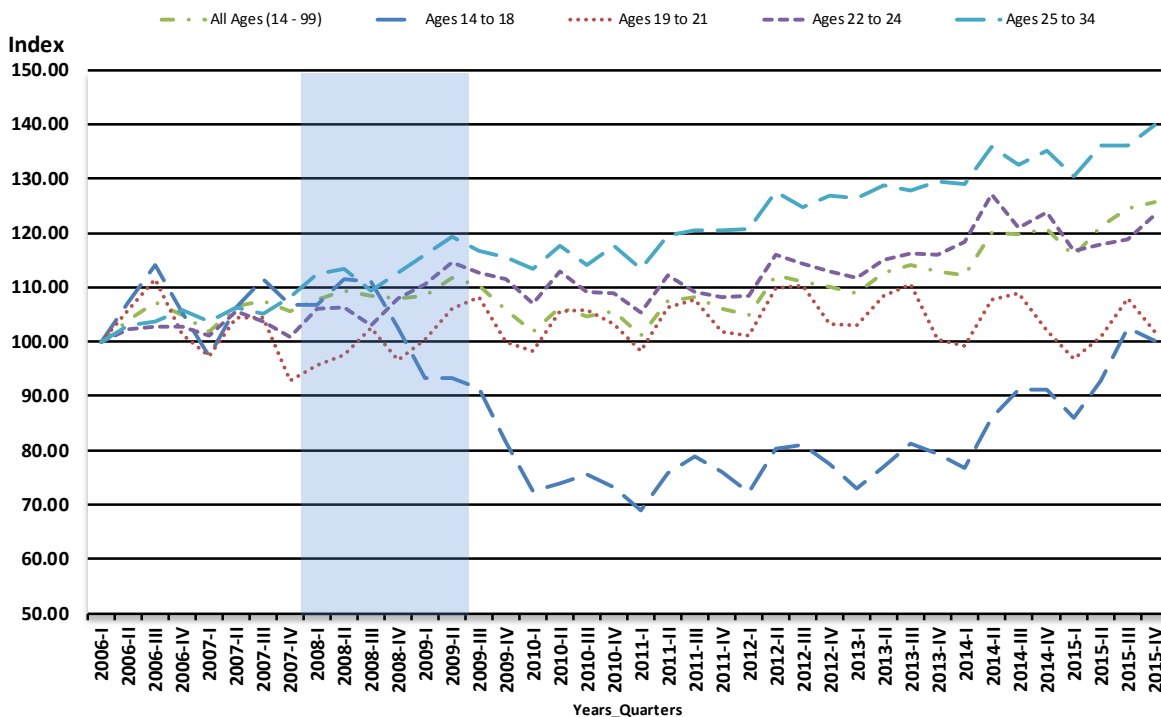
Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In Table 13, the employment for seven restaurant industry age groups increased during the 10-year period and decreased for two age groups, while employment increased in five groups of the all industries aggregate and decreased for four groups. The percent change in employment for the restaurant industry was either larger than the all industries aggregate or in the one group where restaurant employment decreased, it decreased less than all industries. The change in restaurant employment was largest in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99. For all ages (14 to 99 years) restaurant employment increased 15.9 percent to all industries 16.9 percent, with all industries also experiencing their largest employment increases in the two oldest age groups, only with the older age group Ages 65 to 99 increasing more than second older age group Ages 55 to 64. Thus the employment changes for the two industries in the Tulsa MSA resembled their relative changes in the Statewide Oklahoma and Oklahoma City MSA, only with the Oklahoma City MSA having larger growth than the Oklahoma Statewide and the Tulsa MSA, 21.5 percent to 16.9 and 15.9 percent respectively.

On the next page, Chart 9 displays the restaurant industry 10-year quarterly change (1st quarter 2006 to 4th quarter 2015) for the four youngest age groups, ages 14 through 34 and All ages (14 -99), while on the next page Chart 6 displays the change for these same age groups for all industries, with all age groups indexed to 100.

Chart 9: Tulsa MSA, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Younger (14 - 34) Age Group - Index: Q1/2006 = 100

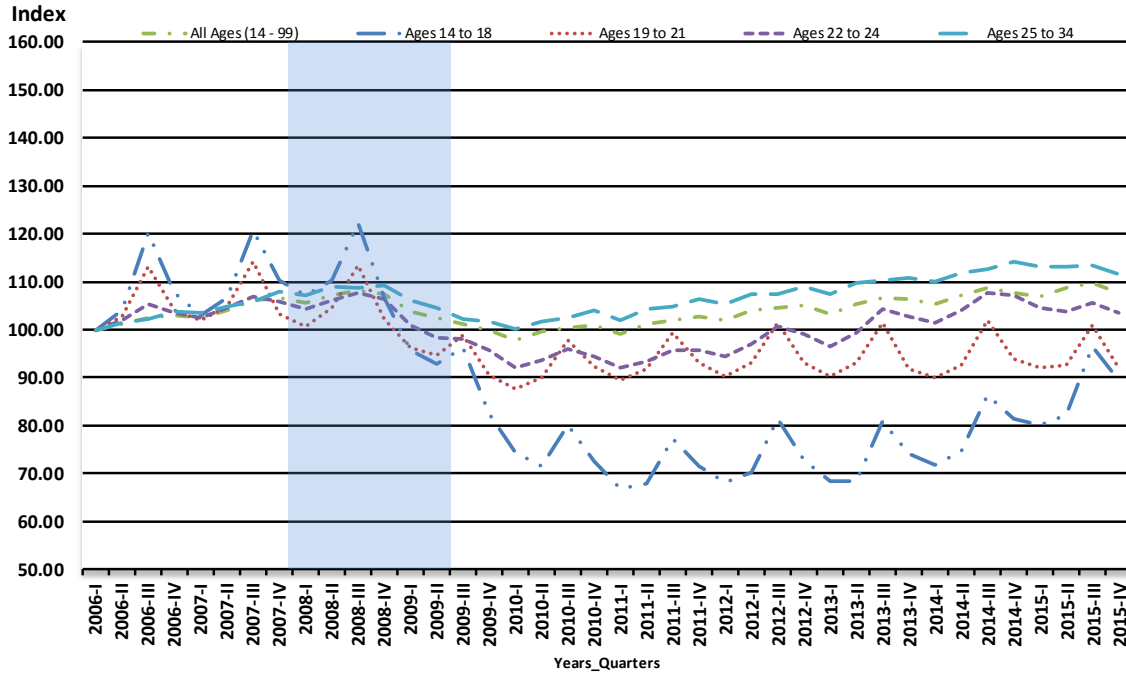


NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 9 shows that the largest restaurant employment increase in these four younger age groups was in the Age 25 to 34 group, with an nearly 40 percent increase in employment, by the 3rd quarter of 2015.

On the next page, Chart 10 displays the all industries employment 10-year changes for the same four age groups, along with the All ages (14 to 99) group.

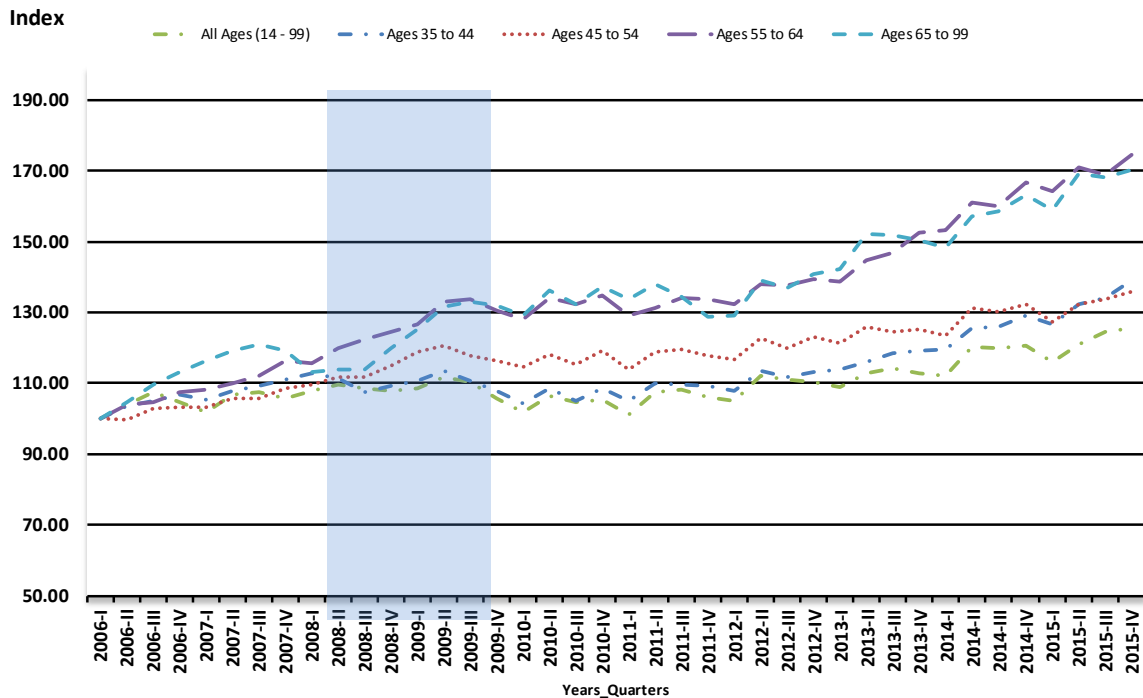
**Chart 10: Tulsa MSA, All Industries Employment
by Employee Younger (14 - 34) Age Groups - Index: Q1/2006 = 100**



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

The growth rate in the youngest age group of Ages 14 to 18 in both the restaurant industry and all industries remained below the 100 index during most quarters, decreasing especially after the recession. During most quarters of the period the age group Ages 25 to 34 in both industries grew the most. Chart 11 below, displays the 4 older restaurant age groups, Ages 35 to 99.

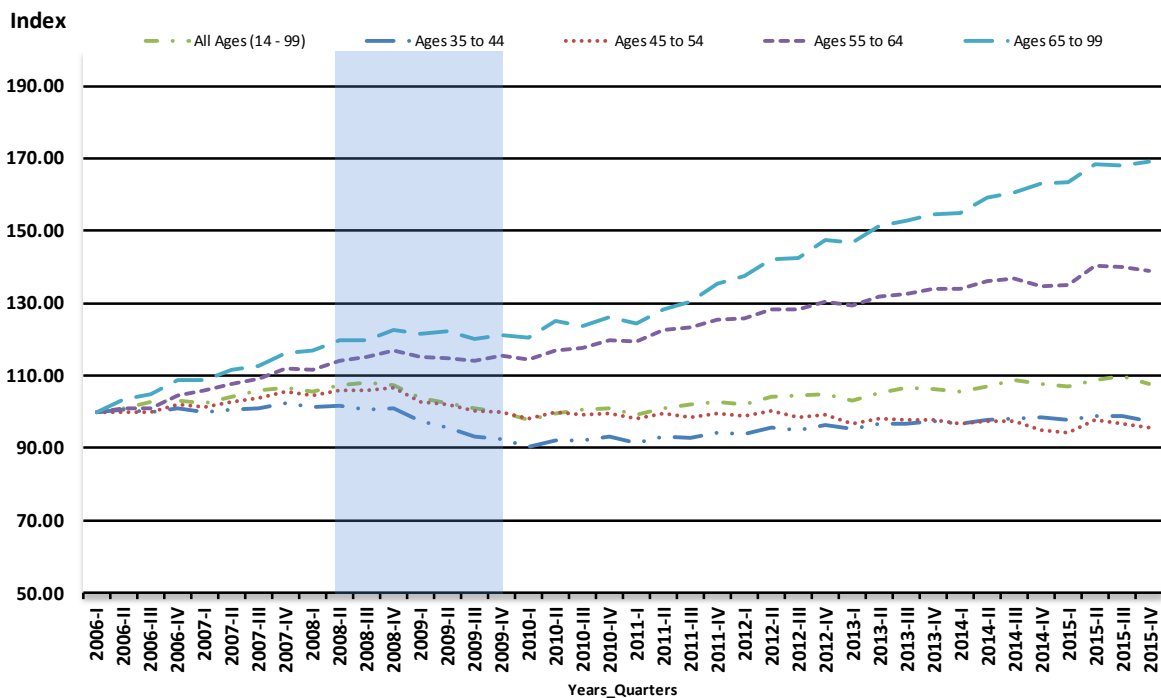
**Chart 11: Tulsa MSA, NAICS 7225 Restaurants and Other Eating Places Employment
by Employee Older (35 - 99) Age Group - Index: Q1/2006 = 100**



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 12, below shows the same four age groups for a comparison with the restaurant industry shown in Chart 11, on the previous page.

Chart 12: Tulsa MSA, All Industries Employment by Employee Older (35 - 99) Age Groups - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

In both the restaurant industry and all industries the employment in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 grew the fastest, with the former age group growing fastest in the restaurant industry and the latter age group growing fastest in all industries, especially so after the recession. Employment in all ages (Ages 14 to 99) grew faster in the restaurant than in all industries. The younger two age groups of Ages 34 to 44 and Ages 45 to 55 grew in employment in the restaurant industry above the initial indexed year's in all quarters, but remained below the indexed year in all industries employment during most quarters, especially so after the recession.

Table 14 on the next page, displays the change in 'employee average monthly earnings', by each of the nine age groups.

Table 14, Tulsa MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places Average Monthly Earnings¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
	Restaurant NAICS 7225								
2006	966	442	691	865	1,133	1,372	1,541	1,374	995
2007	959	435	697	855	1,111	1,332	1,512	1,256	1,047
2008	1,040	471	738	905	1,195	1,454	1,611	1,522	1,131
2009	1,026	473	722	889	1,160	1,414	1,517	1,441	1,117
2010	1,080	505	737	942	1,167	1,470	1,561	1,551	1,142
2011	1,081	493	741	937	1,179	1,478	1,540	1,524	1,095
2012	1,159	519	813	1,028	1,260	1,541	1,667	1,631	1,216
2013	1,151	505	809	1,021	1,252	1,530	1,601	1,642	1,240
2014	1,161	500	807	1,036	1,251	1,514	1,640	1,703	1,246
2015	1,211	521	845	1,113	1,317	1,566	1,710	1,689	1,366
Change³	25.4	17.9	22.3	28.7	16.2	14.1	11.0	22.9	37.3
Years	All Industries								
2006	3,199	509	953	1,465	2,457	3,519	4,504	4,467	2,632
2007	3,213	514	1,018	1,552	2,562	3,653	4,363	4,345	2,632
2008	3,345	539	1,075	1,636	2,666	3,781	4,533	4,487	2,858
2009	3,220	543	1,032	1,625	2,597	3,637	4,220	4,306	2,906
2010	3,254	555	961	1,544	2,564	3,665	4,289	4,298	2,810
2011	3,431	545	976	1,547	2,645	3,836	4,538	4,620	3,018
2012	3,778	579	1,081	1,693	2,861	4,206	4,977	5,188	3,501
2013	3,891	575	1,123	1,751	2,932	4,366	5,107	5,398	3,555
2014	4,066	567	1,140	1,799	3,031	4,513	5,422	5,704	3,742
2015	4,069	576	1,157	1,855	3,090	4,499	5,413	5,789	3,804
Change³	27.2	13.2	21.4	26.6	25.8	27.8	20.2	29.6	44.5

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 14 displays that over the 10-years the average monthly earnings of only the three restaurant age groups of Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24 increased more than that of all industries. The greatest earnings increase for both industries was the oldest age group of Ages 65 to 99. The average monthly earnings increase for restaurant all ages (14 to 99 years) over the 10-years was 25.4 percent, while the average monthly earnings increase for all industries for this period was 27.2 percent. It should be noted that the restaurant industry is known for paying lower salaries than most industries, with their employees' earnings much less than in all industries. Comparing the amounts of each in the first quarter of 2015, in six of the nine age groups the restaurant average monthly earnings were less than half the amounts of all industries.

Turnover rates are considered on the next page in Table 15.

Table 15, Tulsa MSA: All Industries and NAICS NAICS 7225 Restaurants and Other Eating Places Turnover ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
	Restaurant NAICS 7225								
2006	0.204	0.295	0.246	0.219	0.191	0.151	0.128	0.110	0.146
2007	0.209	0.301	0.244	0.233	0.199	0.155	0.138	0.129	0.159
2008	0.209	0.304	0.246	0.225	0.198	0.165	0.144	0.102	0.136
2009	0.186	0.252	0.229	0.205	0.182	0.152	0.133	0.102	0.128
2010	0.155	0.210	0.196	0.172	0.160	0.120	0.109	0.087	0.107
2011	0.173	0.257	0.211	0.198	0.172	0.139	0.112	0.088	0.119
2012	0.180	0.271	0.229	0.205	0.174	0.133	0.120	0.106	0.130
2013	0.181	0.268	0.230	0.198	0.172	0.153	0.122	0.108	0.123
2014	0.182	0.274	0.221	0.210	0.182	0.143	0.119	0.106	0.112
2015	0.184	0.280	0.228	0.199	0.182	0.151	0.123	0.114	0.120
Change³	-9.8	-5.1	-7.3	-9.1	-4.7	0.0	-3.9	3.6	-17.8
Years	All Industries								
2006	0.112	0.292	0.241	0.191	0.132	0.095	0.073	0.063	0.083
2007	0.116	0.291	0.239	0.200	0.138	0.099	0.076	0.068	0.088
2008	0.111	0.289	0.240	0.192	0.133	0.096	0.073	0.061	0.082
2009	0.101	0.249	0.218	0.169	0.121	0.088	0.069	0.060	0.080
2010	0.091	0.214	0.199	0.157	0.111	0.080	0.061	0.054	0.070
2011	0.097	0.245	0.219	0.177	0.118	0.085	0.066	0.054	0.067
2012	0.097	0.256	0.220	0.175	0.119	0.086	0.065	0.053	0.067
2013	0.097	0.256	0.222	0.174	0.118	0.086	0.065	0.055	0.070
2014	0.099	0.268	0.222	0.177	0.122	0.088	0.067	0.054	0.069
2015	0.106	0.283	0.235	0.184	0.127	0.093	0.074	0.060	0.075
Change³	-5.4	-3.1	-2.5	-3.7	-3.8	-2.1	1.4	-4.8	-9.6

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 15 is not indexed, and shows the original annual turnover rates for each age group. A more complete description for “First Quarter Employee Turnover” is: the rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment³. It should be noted that age group Ages 14 to 18 consist of many seasonal employees, who may leave when the school term begins, thus may show differing turnover trends than other groups, because of this reason.

It is well known that restaurants have comparatively high staff turnover rates. However, the table shows that over the 10-year period in 6 of the 8 age groups examined, restaurant turnover rates improved or decreased more rapidly than they did for all industries for the same age group, the two exception being the restaurant Ages 35 to 44 group and the Ages 45 to 54 group. The highest rate of restaurant staff turnover improvement (decrease) was in the oldest age group of Ages 65 to 99, followed by the second greatest decrease in the Ages 22 to 24 group.

Tulsa MSA Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Sex: 2006-2015

On the next page, Table 16 shows the restaurant and all industries employment increase by the three sex groups of male, female and both sexes.

³As defined at: <https://ledextract.ces.census.gov/static/data.html>

Table 16, Tulsa MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Employment¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	12,322	14,837	27,159	191,776	164,078	355,854
2007	12,450	15,201	27,651	195,940	168,683	364,623
2008	13,174	16,094	29,268	203,310	172,252	375,561
2009	13,270	16,196	29,465	198,811	170,474	369,285
2010	12,574	15,076	27,650	184,330	163,479	347,809
2011	12,433	15,053	27,487	188,546	163,857	352,402
2012	12,960	15,515	28,475	196,661	166,487	363,148
2013	13,636	15,932	29,568	199,914	167,547	367,461
2014	14,021	16,424	30,446	203,949	171,258	375,207
2015	14,569	16,902	31,471	204,942	175,416	380,357
Change³	18.2	13.9	15.9	6.9	6.9	6.9

Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Over the 10-year period, restaurant employment by both sexes grew at over twice the percent of all industries, with restaurant male employment growing faster than female (18.2 percent to 13.9 percent).

Table 17, Tulsa MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Average Monthly Earnings¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	1,115	844	966	4,054	2,197	3,199
2007	1,106	839	959	4,019	2,274	3,213
2008	1,183	923	1,040	4,171	2,369	3,345
2009	1,152	923	1,026	3,967	2,348	3,220
2010	1,209	972	1,080	4,027	2,377	3,254
2011	1,219	966	1,081	4,259	2,473	3,431
2012	1,286	1,052	1,159	4,683	2,708	3,778
2013	1,267	1,052	1,151	4,798	2,806	3,891
2014	1,280	1,059	1,161	5,048	2,893	4,066
2015	1,329	1,110	1,211	5,002	2,972	4,069
Change³	19.2	31.5	25.4	23.4	35.3	27.2

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In all three groupings of male, female and ‘both male and female’ all industries earnings grew at a larger rate than the restaurant industry over the 10-year period. In the restaurant industry, female earnings grew at a higher rate than male (31.5 percent to 19.2 percent), but did not increase enough to match the monthly average of male’ by 2015. Below Table 18 gives the employee turnover for these same two industries.

Table 18, Tulsa MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Turnover¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	0.213	0.197	0.204	0.110	0.114	0.112
2007	0.214	0.205	0.209	0.111	0.121	0.116
2008	0.215	0.204	0.209	0.107	0.116	0.111
2009	0.192	0.181	0.186	0.098	0.104	0.101
2010	0.160	0.151	0.155	0.087	0.095	0.091
2011	0.173	0.173	0.173	0.095	0.099	0.097
2012	0.182	0.179	0.180	0.094	0.100	0.097
2013	0.183	0.179	0.181	0.093	0.101	0.097
2014	0.183	0.181	0.182	0.095	0.104	0.099
2015	0.190	0.180	0.184	0.102	0.110	0.106
Change³	-10.8	-8.6	-9.8	-7.3	-3.5	-5.4

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 18 shows that over ten years the three sex groups in the restaurant industry decreased their turnover rates at a higher percent than did all industries. However, in the restaurant industry male decreased their turnover the most, with male decreasing 10.8 percent and the female 8.6 percent.

Summary of Tulsa MSA Restaurant and All Industry 10-Year Trends

Employment for seven of the nine restaurant industry ages groups increased during the 10-year period and decreased for two age groups. In all industries, employment increased in five groups and decreased for four groups. The percent change in employment for the restaurant industry in each age group was either larger than the same all industries age group or decreased less than all industries in the two restaurant age groups that experienced a decreased. The change in restaurant employment was largest in the Ages 55 to 64 followed by the second largest in Ages 65 to 99. Restaurant employment tended to increase for most age groups after the recession. All industries increased the most in these same two older age groups, but with the older of the two age groups increasing the most. For all ages (14 to 99 years) restaurant employment increased 15.9 percent to all industries 6.9 percent.

Only three younger restaurant industry age groups had higher 10-year earnings increase percent than all industries, Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24. The largest earnings percent increase in both industries was in Ages 65 to 99.

Always a problem in the restaurant industry, turnovers showed a remarkable percent decrease in turn overs across the 10-years when compared to all industries, with only the two age groups of Ages 35 to 44

and Ages 65 to 64 not exceeding the other's decreases in turnover. The restaurant industry turnover rate remained the same as that of ten years earlier, in the Ages 35 to 44 age group.

When comparing the restaurant industry to all industries by sex, male restaurant employment increased at a larger percent than female of either industry and larger than male of all industries. Restaurant industry Female, male and both sexes earnings each increased at less percent than their counter parts in all industries. Female in the restaurant industry increase a larger percent than male, but their earnings did not increase enough to match that of male by the 1st quarter 2015. All three restaurant sex groups had greater turnover decreases than their all industries counterpart, with the restaurant male turn over decreasing the most, 10.8 percent to restaurant female 8.6 percent.

Section IV: Lawton Metropolitan Statistical Area (MSA) Restaurant and All Industry Employment, Earnings and Turnover Comparisons

Lawton MSA Trends for Employment, Employee Earnings and Employee Trends by the Employee Characteristic of Age: 2006-2015

Table 19 below shows the restaurant and all industries aggregate employment annual changes from 2006 to 2015, for the nine age groups of: All Ages (14 - 99), Ages 14 to 18, Ages 19 to 21, Ages 22 to 24, Ages 25 to 34, Ages 35 to 44, Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99, with overall percent changes.

Table 19, Lawton MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places Employment¹									
by Employee Age Group									
Employee Age Groups									
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Years	Restaurant NAICS 7225								
2006	2,989	595	517	362	693	402	271	109	39
2007	3,264	652	583	406	708	443	293	130	49
2008	3,430	705	543	390	808	455	336	134	60
2009	3,521	597	545	420	863	508	373	145	70
2010	3,362	523	559	441	839	439	360	143	57
2011	3,422	501	589	445	853	440	365	154	75
2012	3,533	493	620	460	870	454	380	171	85
2013	3,408	470	578	425	834	488	357	165	91
2014	3,129	433	512	395	762	464	309	163	89
2015	3,731	607	617	461	861	536	350	191	107
Change³	24.8	2.0	19.3	27.3	24.2	33.3	29.2	75.2	174.4
Years	All Industries								
2006	26,634	1,071	1,970	2,189	5,814	6,170	5,819	2,782	817
2007	27,619	1,129	2,042	2,161	6,117	6,192	6,078	2,977	922
2008	28,178	1,295	2,085	2,193	6,371	5,926	6,265	3,025	1,017
2009	26,951	1,085	1,959	2,131	6,354	5,378	5,738	3,145	1,161
2010	26,296	966	1,941	2,120	6,203	4,980	5,726	3,204	1,157
2011	25,508	893	1,913	2,010	6,066	4,863	5,379	3,214	1,170
2012	25,666	842	1,928	2,028	6,002	4,928	5,304	3,392	1,241
2013	27,680	777	1,798	2,047	6,247	5,426	6,213	3,920	1,252
2014	26,720	774	1,691	1,950	6,047	5,237	5,849	3,919	1,252
2015	28,323	973	1,850	2,159	6,510	5,526	5,805	4,193	1,307
Change³	6.3	-9.2	-6.1	-1.4	12.0	-10.4	-0.2	50.7	60.0

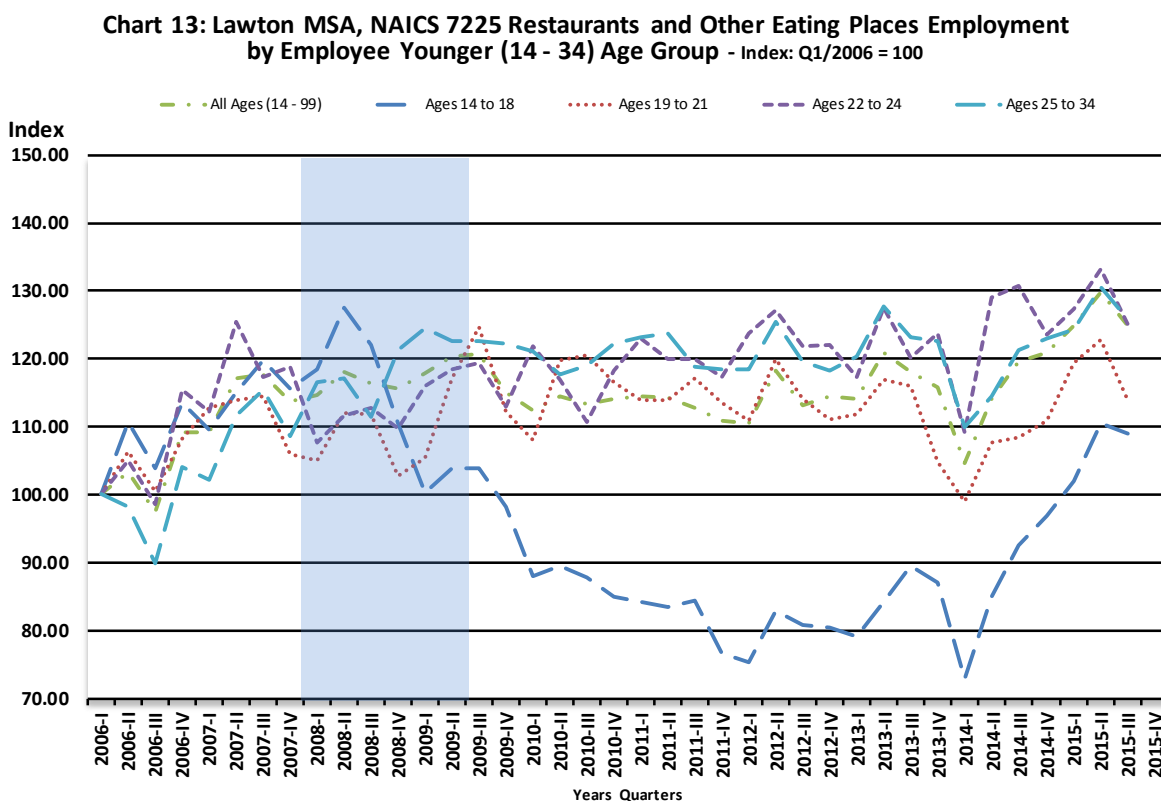
Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In Table 19, the employment for all nine of the restaurant industry age groups increased during the 10-year period, while employment increased in five groups of the all industries aggregate and decreased for four groups. The percent of increase in employment for the restaurant industry nine age groups was larger than the all industries aggregate. The percent change in restaurant employment was largest in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99. For all ages (14 to 99 years) restaurant employment increased 24.8 percent to all industries 6.3 percent. All industries also experienced their largest employment increases in the two oldest age groups and had the older age group Ages 65 to 99 as also larger. The general pattern for Lawton MSA employment increases in the restaurant industry was similar, but greater than that of statewide, Oklahoma City MSA and Tulsa MSA.

Below, Chart 13 displays the restaurant industry 10-year quarterly change (1st quarter 2006 to 4th quarter 2015) for the four youngest age groups, ages 14 through 34 and All ages (14 -99). On the next page Chart 6 displays the change for these same age groups for all industries, with all age groups indexed to 100.

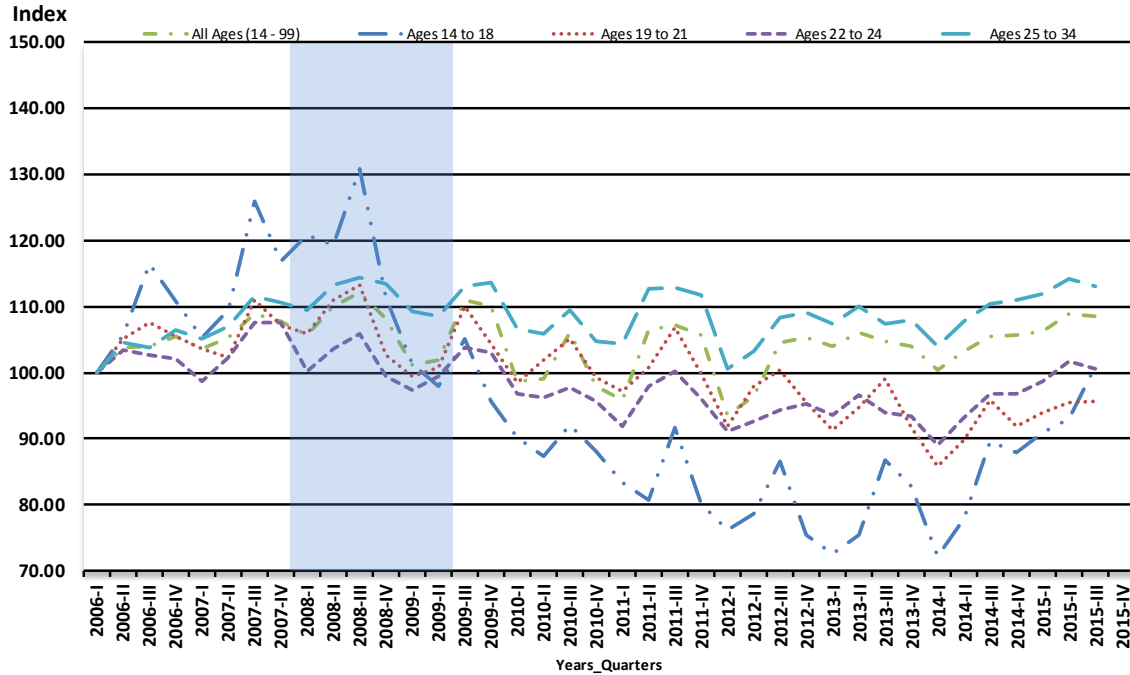


NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 13 shows the 10-year restaurant employment trend in these four younger age groups, and also showed that Age 22 to 24 and Age 25 to 34 age groups ended with virtually identical amounts, with both showing slightly over a 25 percent increase in employment, by the 3rd quarter of 2015.

On the next page, Chart 14 displays the all industries employment 10-year changes for the same four age groups, along with the All ages (14 to 99) group

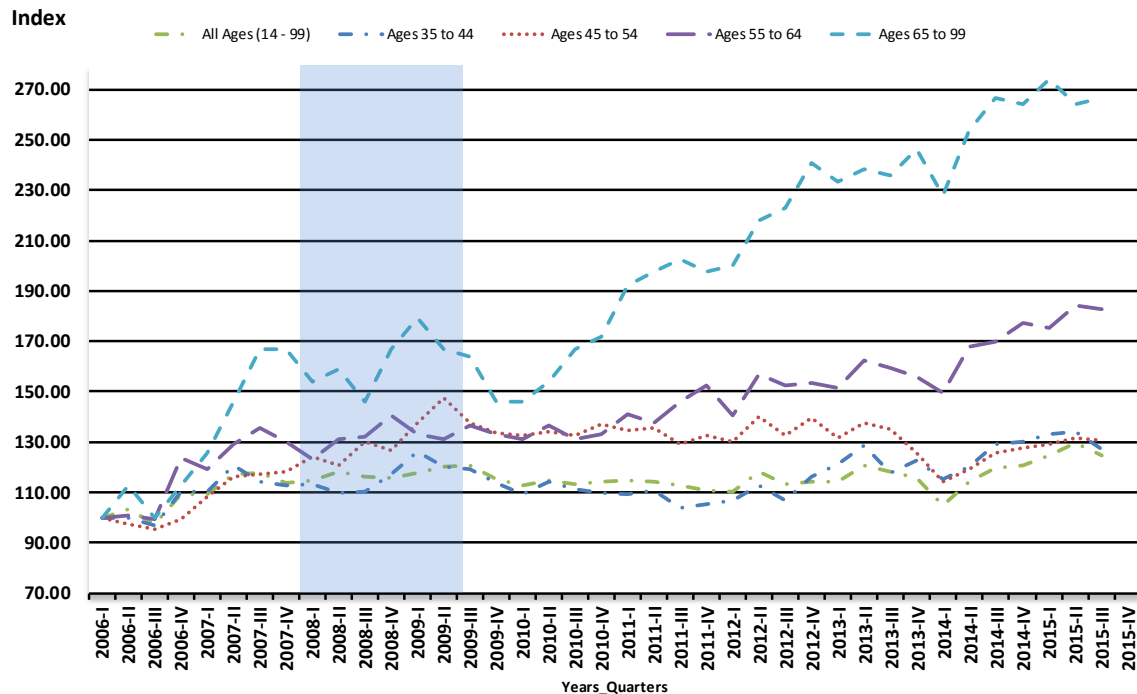
**Chart 14: Lawton MSA, All Industries Employment
by Employee Younger (14 - 34) Age Groups - Index: Q1/2006 = 100**



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

The growth rate in the youngest age group of Ages 14 to 18 in both the restaurant industry and all industries remained below the 100 index during many quarters, especially so after the recession. During most quarters of the period the age group Ages 25 to 34 in both industries grew the most. Chart 15 below, displays the 4 older restaurant age groups, Ages 35 to 99.

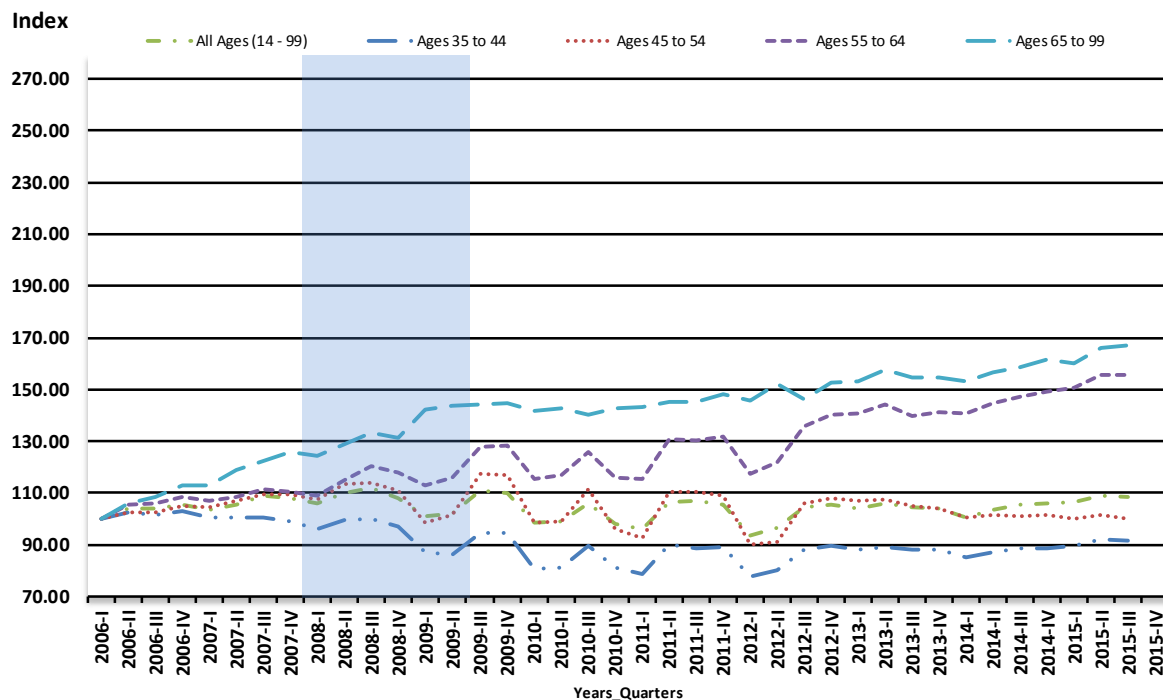
**Chart 15: Lawton MSA, NAICS 7225 Restaurants and Other Eating Places Employment
by Employee Older (35 - 99) Age Group - Index: Q1/2006 = 100**



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 16, below shows the same four age groups for a comparison with the restaurant industry shown in Chart 15, on the previous page.

Chart 16: Lawton MSA, All Industries Employment by Employee Older (35 - 99) Age Groups - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

In both the restaurant industry and all industries the employment in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 grew the fastest, with the latter older age group growing fastest in both industries; especially so after the recession. Restaurant industry employment in the younger two age groups of Ages 34 to 44 and Ages 45 to 55 grew above the initial indexed year in all quarters. Employment in all ages (Ages 14 to 99) grew faster in the restaurant than in all industries.

All industries younger Ages 34 to 44 employment was below the indexed year during most quarters, especially so after the recession.

Table 20, on the next page, displays the change in ‘employee average monthly earnings’, by each of the nine age groups.

Table 20, Lawton MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places Average Monthly Earnings ¹ by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
	Restaurant NAICS 7225								
2006	806	423	659	809	899	1,086	1,147	1,028	889
2007	789	406	601	759	883	1,092	1,225	1,060	805
2008	863	458	665	851	980	1,171	1,215	1,130	928
2009	918	490	718	850	999	1,140	1,343	1,250	948
2010	953	518	742	833	1,043	1,187	1,370	1,386	990
2011	929	498	717	851	1,006	1,129	1,349	1,330	1,005
2012	998	535	790	915	1,060	1,186	1,409	1,488	1,049
2013	959	505	746	865	1,055	1,163	1,292	1,408	962
2014	956	523	740	894	1,029	1,181	1,240	1,361	999
2015	998	544	824	962	1,102	1,256	1,249	1,389	1,062
Change³	23.8	28.6	25.0	18.9	22.6	15.7	8.9	35.1	19.5
Years	All Industries								
2006	2,174	439	825	1,197	1,880	2,595	2,850	2,848	1,950
2007	2,218	434	823	1,190	1,848	2,626	3,003	2,889	2,063
2008	2,305	472	905	1,304	1,937	2,775	3,092	2,994	2,085
2009	2,164	494	917	1,326	1,854	2,458	2,773	3,025	2,345
2010	2,157	512	905	1,256	1,841	2,471	2,770	2,974	2,288
2011	2,161	487	875	1,220	1,844	2,486	2,796	2,952	2,326
2012	2,321	538	958	1,339	1,971	2,611	3,034	3,146	2,398
2013	2,619	528	995	1,437	2,196	2,918	3,372	3,468	2,528
2014	2,656	545	991	1,425	2,234	2,905	3,441	3,576	2,565
2015	2,636	543	1,031	1,517	2,231	2,908	3,431	3,546	2,694
Change³	21.3	23.7	25.0	26.7	18.7	12.1	20.4	24.5	38.2

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 20 displays that over the 10-years the average monthly earnings of five restaurant age groups increased more than that of all industries. In the ‘Ages 19 to 21’ age group the two industries tied with both showing a 25.0 percent increase. The greatest earnings increase (35.1 percent) for the restaurant industries was the ‘Ages 55 to 64’ age group; while the greatest increase (38.2 percent) for all industries was the oldest age group of Ages 65 to 99. The average monthly earnings increase for restaurant all ages (14 to 99 years) over the 10-years was 23.8 percent, while the average monthly earnings increase for all industries for this period was 21.3 percent. It should be noted that the restaurant industry is known for paying lower salaries than most industries, with their employees’ earnings much less than in all industries. Comparing the amounts of each in the first quarter of 2015, in six of the nine age groups the restaurant average monthly earnings were less than half the amounts of all industries.

Turnover rates are considered on the next page in Table 21.

Table 21, Lawton MSA: All Industries and NAICS NAICS 7225 Restaurants and Other Eating Places Turnover ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Restaurant NAICS 7225									
2006	0.224	0.312	0.261	0.243	0.215	0.162	0.131	0.124	0.197
2007	0.209	0.281	0.273	0.223	0.191	0.165	0.136	0.087	0.154
2008	0.229	0.342	0.251	0.220	0.226	0.168	0.149	0.122	0.152
2009	0.192	0.263	0.212	0.222	0.189	0.153	0.151	0.088	0.129
2010	0.192	0.269	0.212	0.215	0.192	0.174	0.116	0.098	0.167
2011	0.216	0.327	0.249	0.211	0.212	0.193	0.127	0.135	0.148
2012	0.188	0.264	0.244	0.188	0.210	0.146	0.103	0.083	0.090
2013	0.203	0.279	0.249	0.219	0.206	0.184	0.122	0.115	0.127
2014	0.205	0.260	0.271	0.243	0.201	0.177	0.135	0.104	0.125
2015	0.210	0.296	0.282	0.212	0.211	0.153	0.120	0.101	0.147
Change³	-6.3	-5.1	8.0	-12.8	-1.9	-5.6	-8.4	-18.5	-25.4
Years	All Industries								
2006	0.122	0.311	0.252	0.196	0.147	0.098	0.072	0.067	0.078
2007	0.114	0.286	0.243	0.189	0.140	0.099	0.064	0.059	0.064
2008	0.128	0.329	0.252	0.207	0.155	0.105	0.074	0.070	0.074
2009	0.127	0.267	0.220	0.184	0.147	0.113	0.091	0.079	0.093
2010	0.126	0.271	0.219	0.181	0.152	0.113	0.085	0.074	0.076
2011	0.131	0.321	0.252	0.184	0.155	0.121	0.086	0.074	0.073
2012	0.120	0.283	0.240	0.181	0.148	0.112	0.072	0.066	0.073
2013	0.115	0.287	0.231	0.190	0.142	0.098	0.073	0.073	0.079
2014	0.112	0.275	0.252	0.203	0.136	0.102	0.069	0.059	0.074
2015	0.128	0.299	0.273	0.207	0.158	0.112	0.082	0.067	0.076
Change³	4.9	-3.9	8.3	5.6	7.5	14.3	13.9	0.0	-2.6

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 21 is not indexed, and shows the original annual turnover rates for each age group. A more complete description for “First Quarter Employee Turnover” is: The rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment⁴. It should be noted that age group Ages 14 to 18 consist of many seasonal employees, who may leave when the school term begins, thus for this reason may show greater turnovers than the other groups.

The table shows that over the 10 year period, restaurant industry turnover rates for eight of the nine age groups improved or decreased more than all industries for the same age group. The single exception being the restaurant Ages 19 to 21 group, where restaurant turnover increased, but it did not increase as much as all industries. The highest rate of restaurant staff turnover decrease (improvement) was in the oldest age group of Ages 65 to 99, then followed by the second greatest decrease in the Ages 22 to 24 group.

Lawton MSA Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Sex: 2006-2015

On the next page, Table 22 shows the restaurant and all industries employment increase by the three sex groups of male, female and both sexes.

⁴As defined at: <https://ledextract.ces.census.gov/static/data.html>

Table 22, Lawton MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Employment¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	1,301	1,689	2,989	13,369	13,265	26,634
2007	1,467	1,798	3,264	13,757	13,862	27,619
2008	1,534	1,897	3,430	14,103	14,075	28,178
2009	1,580	1,941	3,521	12,788	14,163	26,951
2010	1,557	1,805	3,362	12,809	13,486	26,296
2011	1,569	1,854	3,422	12,550	12,958	25,508
2012	1,577	1,956	3,533	12,657	13,009	25,666
2013	1,590	1,817	3,408	14,743	12,938	27,680
2014	1,416	1,712	3,129	13,840	12,880	26,720
2015	1,749	1,982	3,731	14,623	13,700	28,323
Change³	34.4	17.3	24.8	9.4	3.3	6.3

Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Over the 10-year period, restaurant employment by both sexes grew at over thrice the percent of all industries, with restaurant male employment growing faster than female (34.4 percent to 17.3 percent).

Table 23, Lawton MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Average Monthly Earnings¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	876	752	806	2,728	1,609	2,174
2007	832	754	789	2,782	1,647	2,218
2008	923	815	863	2,933	1,666	2,305
2009	979	869	918	2,676	1,704	2,164
2010	1,017	898	953	2,628	1,712	2,157
2011	996	873	929	2,646	1,693	2,161
2012	1,064	943	998	2,863	1,797	2,321
2013	1,006	919	959	3,204	1,947	2,619
2014	1,037	889	956	3,308	1,946	2,656
2015	1,069	936	998	3,260	1,963	2,636
Change³	22.0	24.5	23.8	19.5	22.0	21.3

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In all three groupings of male, female and ‘both male and female’ restaurant earnings grew at a larger rate than the all industries over the 10-year period. In the restaurant industry, female earnings grew at a higher rate than male (24.5 percent to 22.0 percent), but did not increase enough to match the monthly average of male by 2015. Below Table 24 gives the employee turnover for these same two industries.

Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	0.227	0.222	0.224	0.111	0.133	0.122
2007	0.219	0.201	0.209	0.104	0.124	0.114
2008	0.234	0.225	0.229	0.115	0.141	0.128
2009	0.197	0.188	0.192	0.127	0.127	0.127
2010	0.200	0.186	0.192	0.125	0.126	0.126
2011	0.224	0.210	0.216	0.129	0.134	0.131
2012	0.192	0.184	0.188	0.114	0.127	0.120
2013	0.214	0.194	0.203	0.112	0.119	0.115
2014	0.213	0.198	0.205	0.103	0.123	0.112
2015	0.213	0.206	0.210	0.113	0.144	0.128
Change³	-6.2	-7.2	-6.3	1.8	8.3	4.9

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 24 shows that over ten years in the three sex groups the restaurant industry decreased or improved their turnover rates, while all industries increased their rates. However, in the restaurant industry female decreased their turnover the most, with female decreasing 7.2 percent and the male 6.2 percent.

Summary of Lawton MSA Restaurant and All Industry 10-Year Trends

Employment for all nine restaurant industry ages groups increased during the 10-year period. In all industries, employment increased in four groups and decreased for five age groups. The percent change in the four all industries age groups that increased were less than that of restaurant employment in that age same age group. The change in both industries was largest in the oldest Ages 65 to 99 group, followed by a second largest increase in the Ages 65 to 99 age groups. For all ages (14 to 99 years) restaurant employment increased 24.8 percent to all industries 6.3 percent.

Only three younger restaurant industry age groups had higher 10-year earnings increase percent than all industries, Ages 14 to 18, Ages 19 to 21 and Ages 22 to 24. The largest earnings percent increase in both industries was in Ages 65 to 99.

The five of restaurant industry age groups of Ages 14 to 99, Ages 14 to 18, Ages 25 to 34, Ages 35 to 44 and Ages 55 to 64 had higher 10-year earnings percent increase than all industries, with both industries having matching percent increases in Ages 19 to 21 of a 25.0 percent increase .

Always a problem in the restaurant industry, turnover showed a remarkable percent decrease in turn overs across the 10-years when compared to all industries, with the exception of one age group of Ages 19 to

21. The restaurant industry turnover rate increased 8.0 percent increase in that age group – still less than the 8.3 percent increase for all industries in that age group.

When comparing the restaurant industry to all industries by sex, male restaurant employment increased at a larger percent than female of either industry and larger than male of all industries. Restaurant industry female, male and both sexes earnings each increased at less percent than their counterparts in all industries. Female in the restaurant industry increased a larger percent than male, but not enough to match the earnings of male by the 1st quarter 2015. All three restaurant sex groups had greater turnover decreases than their all industries counterpart, with the restaurant female turnover decreasing the most, 7.2 percent to restaurant male 6.2 percent.

Section V: Enid Metropolitan Statistical Area (MSA) Restaurant and All Industry Employment, Earnings and Turnover Comparisons

Enid MSA Trends for Employment, Employee Earnings and Employee Trends by the Employee Characteristic of Age: 2006-2015

Table 25 below shows the restaurant and all industries aggregate employment annual changes from 2006 to 2015, for the nine age groups of: All Ages (14 - 99), Ages 14 to 18, Ages 19 to 21, Ages 22 to 24, Ages 25 to 34, Ages 35 to 44, Ages 45 to 54, Ages 55 to 64 and Ages 65 to 99, with overall percent changes.

by Employee Age Group									
Employee Age Groups									
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Years	Restaurant NAICS 7225								
2006	1,314	306	218	144	247	161	138	58	42
2007	1,364	318	191	138	285	182	150	65	35
2008	1,418	315	203	137	315	186	158	68	36
2009	1,476	315	201	135	326	206	166	81	46
2010	1,464	212	241	160	341	188	179	90	53
2011	1,550	225	242	174	387	202	177	93	49
2012	1,583	242	222	189	393	216	178	89	53
2013	1,578	285	223	172	362	214	176	95	50
2014	1,688	331	191	191	382	233	197	109	54
2015	1,731	340	204	186	407	250	172	121	52
Change³	31.7	11.1	-6.4	29.2	64.8	55.3	24.6	108.6	23.8
Years	All Industries								
2006	19,627	847	1,321	1,403	4,209	4,089	4,396	2,561	801
2007	19,730	861	1,183	1,403	4,376	3,941	4,424	2,679	862
2008	20,660	888	1,209	1,441	4,606	4,099	4,649	2,825	943
2009	20,837	838	1,226	1,367	4,662	4,080	4,676	2,961	1,026
2010	19,931	598	1,170	1,273	4,543	3,830	4,465	3,009	1,043
2011	20,083	560	1,153	1,276	4,655	3,821	4,417	3,156	1,045
2012	20,367	620	1,124	1,279	4,669	3,943	4,364	3,236	1,133
2013	19,917	684	1,104	1,287	4,588	3,848	4,058	3,192	1,156
2014	21,631	730	1,042	1,452	5,019	4,272	4,472	3,413	1,230
2015	22,596	789	1,066	1,422	5,306	4,558	4,427	3,713	1,313
Change³	15.1	-6.8	-19.3	1.4	26.1	11.5	0.7	45.0	63.9

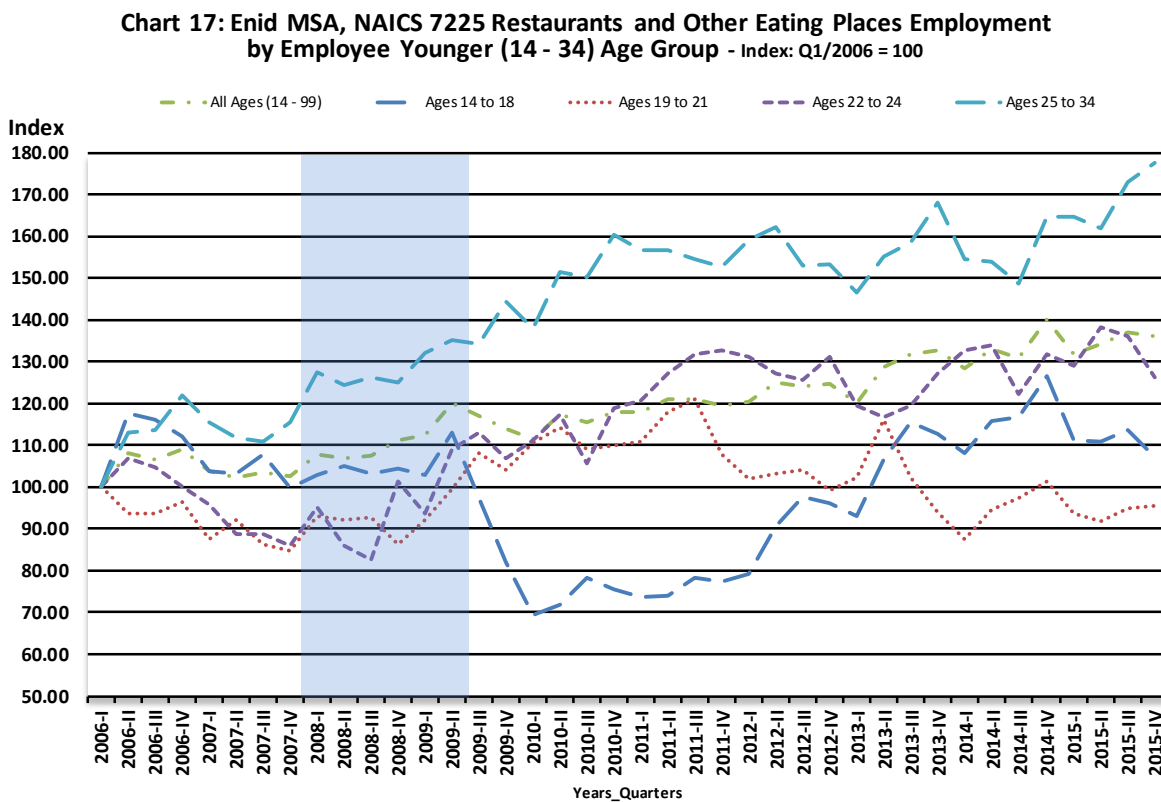
Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

In Table 25, the percent of employment for eight restaurant industry ages groups increased during the 10-year period, and decreased for one; while the percent of employment increased in seven groups of the all industries aggregate and decreased for two age groups. The employment percent increase for six of restaurant's age groups was greater than their all industry counter parts, with the decreasing restaurant age group (Ages 19 to 21), displaying a smaller decrease than that of all industries. Restaurant age group Ages 55 to 64 had their industry's largest percent increase of 108.6 percent. Age group Ages 65 to 99 had the largest percent increase for all industries of 63.9 percent, larger than restaurant's employment increase percent for that same group of 23.8 percent.

Below, Chart 17 displays the restaurant industry 10-year quarterly change (1st quarter 2006 to 4th quarter 2015) for the four youngest age groups, ages 14 through 34 and All ages (14 -99), while on the next page Chart 6 displays the change for these same age groups for all industries. All age groups are indexed to 100.

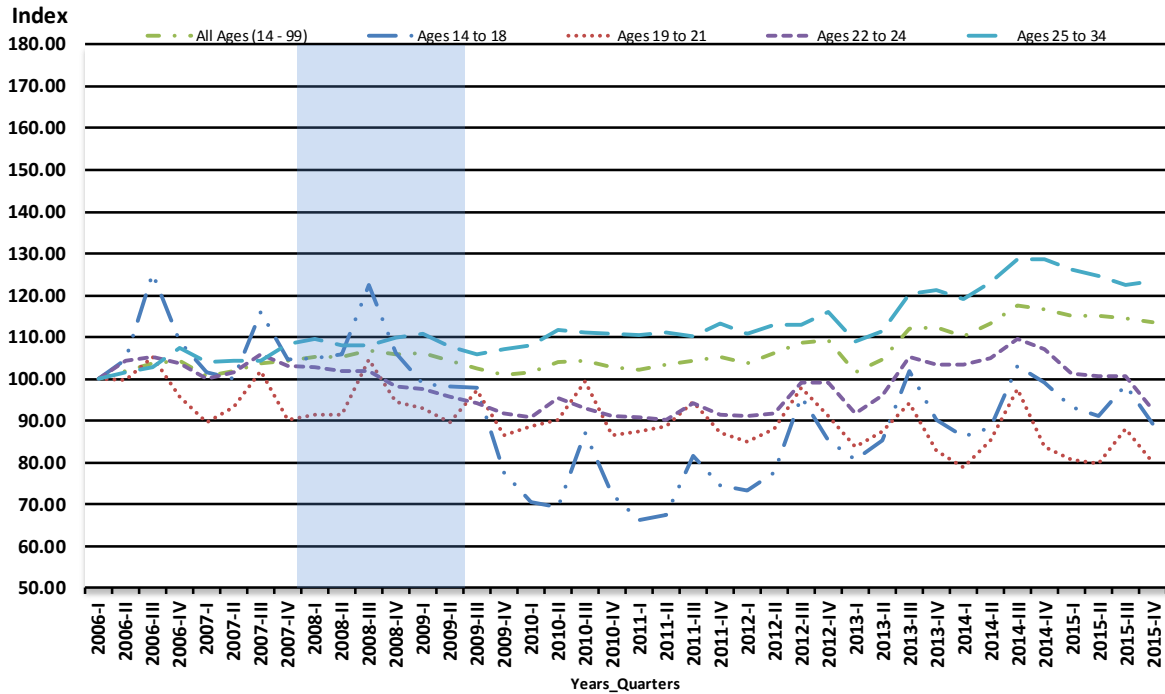


NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 17 shows that the restaurant employment percent increase in the oldest age group of Ages 25 to 34 greatly exceeded that of the other three ages groups, reaching a high of almost 80 percent increase over the starting year by the third quarter of 2015. The other groups increase never exceeded 40 percent. The employment levels for the youngest restaurant age group of Ages 14 to 18 fell after the recession below the indexed year and remained below until the second quarter of 2013.

On the next page, Chart 18 displays the all industries employment 10-year changes for the same four age groups, along with the All ages (14 to 99) group

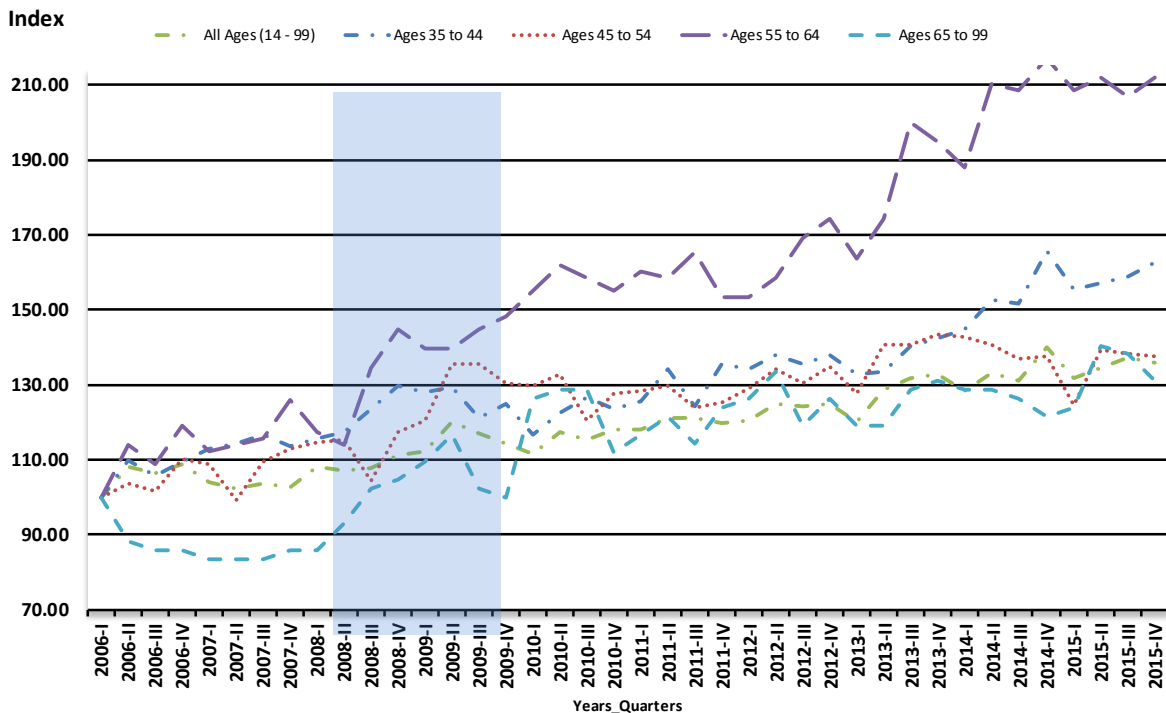
Chart 18: Enid MSA, All Industries Employment by Employee Younger (14 - 34) Age Groups - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

The growth rate in the youngest age group of Ages 14 to 18 in all industries also fell below the indexed year after the recession; only unlike that of restaurant it remained below the 100 index to the end of the third quarter 2015. Chart 19 below, displays the four older restaurant age groups, Ages 35 to 99.

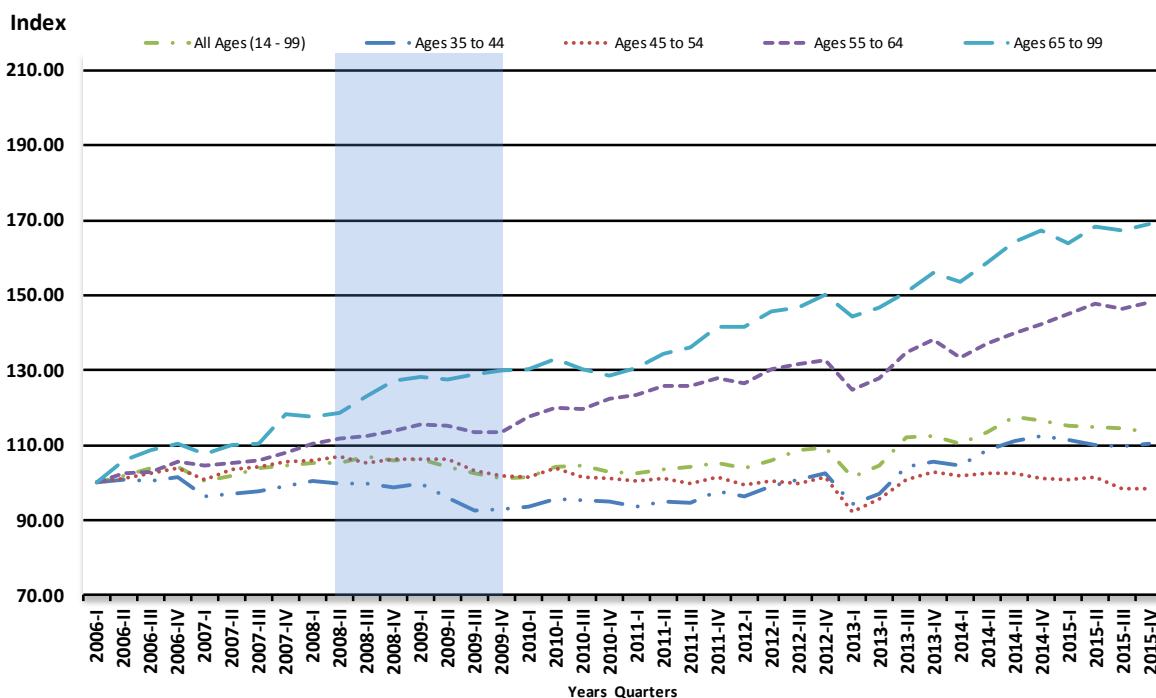
Chart 19: Enid MSA, NAICS 7225 Restaurants and Other Eating Places Employment by Employee Older (35 - 99) Age Group - Index: Q1/2006 = 100



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

Chart 20, below shows the same four age groups for a comparison with the restaurant industry shown in Chart 19, on the previous page.

**Chart 20: Enid MSA, All Industries Employment
by Employee Older (35 - 99) Age Groups - Index: Q1/2006 = 100**



NOTE: Shaded area represents National Bureau of Economic Research defined recession period.

In both the restaurant industry and all industries the employment in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 grew the most, with the former older age group growing the most in the restaurant industry and the latter growing most in all industries. Employment especially grew in both industries in these two age groups after the recession. Employment in all ages (Ages 14 to 99) grew more in the restaurant than in all industries, a growth of 36.0 percent in the former and 10.5 percent in the latter by the third quarter 2015. The younger two age groups of Ages 34 to 44 and Ages 45 to 55 grew in employment in the restaurant industry above the indexed year in most quarters. However, the younger Ages 34 to 44 briefly dipped below the indexed year prior to the recession. After the recession, all industries employment in the youngest age group of Ages 34 to 44 was above the index year during most quarters, and ended slightly below the index in the third quarter of 2015.

Table 26 on the next page, displays the change in ‘employee average monthly earnings’, by each of the nine age groups.

Table 26, Enid MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places Average Monthly Earnings ¹ by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
	Restaurant NAICS 7225								
2006	781	406	577	742	1,002	1,136	1,057	1,132	747
2007	808	415	590	742	1,026	1,058	1,168	1,111	727
2008	861	422	669	828	1,032	1,225	1,140	1,068	971
2009	885	476	655	880	1,007	1,244	1,126	1,216	845
2010	915	409	669	799	1,041	1,364	1,140	1,142	900
2011	910	438	690	893	993	1,281	1,148	1,050	926
2012	988	466	772	999	1,072	1,359	1,230	1,190	978
2013	1,012	506	823	939	1,192	1,300	1,308	1,257	981
2014	1,046	503	840	977	1,257	1,404	1,244	1,336	1,063
2015	1,097	519	827	1,126	1,290	1,425	1,394	1,454	982
Change³	40.5	27.8	43.3	51.8	28.7	25.4	31.9	28.4	31.5
Years	All Industries								
2006	2,449	469	855	1,342	2,010	2,827	3,309	3,293	2,149
2007	2,533	471	923	1,348	2,051	2,732	3,468	3,491	2,476
2008	2,662	509	995	1,481	2,165	2,865	3,471	3,850	2,598
2009	2,637	511	947	1,438	2,140	3,014	3,314	3,657	2,717
2010	2,621	518	934	1,416	2,105	2,824	3,419	3,542	2,561
2011	2,749	510	970	1,417	2,209	2,896	3,489	3,811	3,044
2012	3,290	542	1,092	1,654	2,551	3,268	3,871	5,485	3,394
2013	3,595	599	1,201	1,833	3,092	3,821	4,273	5,264	3,849
2014	3,859	589	1,263	2,047	3,360	4,016	4,465	5,703	4,324
2015	4,189	593	1,306	2,134	3,732	4,511	5,073	5,558	4,799
Change³	71.0	26.4	52.7	59.0	85.7	59.6	53.3	68.8	123.3

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 26 shows that over the 10-years the average monthly earnings of only restaurant age group Ages 14 to 18 exceeded that of all industries for the same group. Restaurant all Ages (14 to 99) age group grew by 40.5 percent, while all industries grew by 71.0 percent. Ages 22 to 24 increased the largest amount in restaurant earnings, growing 51.8 percent, while the age group Ages 65 to 99 increase the most in all industry earnings, growing by 123.3 percent. It should be noted that the restaurant industry is known for paying lower salaries than most industries, with their employees' earnings much less than in all industries. Comparing the amounts of earnings of the two industries 'age groups' in the first quarter of 2015 shows that in six of the nine age groups the restaurant average monthly earnings were less than half the amounts of all industries.

Turnover rates are considered on the next page in Table 27.

Table 27, Enid MSA: All Industries and NAICS NAICS 7225 Restaurants and Other Eating Places Turnover ¹									
by Employee Age Group									
Years	Employee Age Groups								
	All ages (14 - 99) ²	Ages 14 to 18	Ages 19 to 21	Ages 22 to 24	Ages 25 to 34	Ages 35 to 44	Ages 45 to 54	Ages 55 to 64	Ages 65 to 99
Restaurant NAICS 7225									
2006	0.201	0.290	0.247	0.194	0.186	0.141	0.138	0.147	" ²
2007	0.187	0.301	0.192	0.182	0.184	0.158	0.069	0.111	0.172
2008	0.173	0.229	0.223	0.188	0.185	0.123	0.109	0.078	0.109
2009	0.189	0.279	0.246	0.179	0.188	0.137	0.101	0.109	0.154
2010	0.157	0.198	0.194	0.217	0.147	0.125	0.123	0.089	0.116
2011	0.175	0.241	0.195	0.222	0.173	0.145	0.139	0.088	"
2012	0.182	0.278	0.171	0.188	0.195	0.155	0.137	0.109	0.094
2013	0.177	0.276	0.240	0.218	0.162	0.133	0.101	0.072	0.081
2014	0.171	0.238	0.246	0.188	0.170	0.140	0.118	0.066	0.105
2015	0.177	0.228	0.214	0.179	0.192	0.153	0.102	0.098	0.190
Change³	-11.9	-21.4	-13.4	-7.7	3.2	8.5	-26.1	-33.3	10.5*for 9 years
All Industries									
Years	All Industries								
2006	0.103	0.285	0.248	0.178	0.123	0.089	0.062	0.045	0.059
2007	0.104	0.290	0.238	0.191	0.128	0.084	0.062	0.052	0.066
2008	0.106	0.261	0.234	0.188	0.133	0.095	0.065	0.048	0.059
2009	0.104	0.265	0.241	0.176	0.127	0.092	0.069	0.052	0.068
2010	0.094	0.229	0.212	0.188	0.115	0.083	0.060	0.048	0.064
2011	0.100	0.241	0.231	0.188	0.126	0.085	0.066	0.051	0.066
2012	0.104	0.235	0.214	0.187	0.132	0.098	0.072	0.054	0.062
2013	0.119	0.286	0.250	0.209	0.148	0.111	0.084	0.056	0.081
2014	0.108	0.255	0.236	0.182	0.134	0.100	0.079	0.055	0.066
2015	0.120	0.243	0.230	0.189	0.137	0.115	0.095	0.078	0.081
Change³	16.5	-14.7	-7.3	6.2	11.4	29.2	53.2	73.3	37.3

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 27 is not indexed, and shows the original annual turnover rates for each age group. A more complete description for "First Quarter Employee Turnover" is: The rate at which stable jobs begin and end. It is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, and dividing by the average full-quarter employment⁵. It should be noted that age group Ages 14 to 18 consist of many seasonal employees, who may leave when the school term begins, thus for this reason show greater turnovers than the other groups.

The table shows that of the restaurant industry's nine age groups the turnover rates of six improved or decreased more than they did in all industries for the same age group. In two restaurant age groups Ages to 25 to 34 and Ages 35 to 45 turnover increased, but did not increase as much as all industries turnover did for the groups. Data for restaurant turnover is only available for eight years for the remaining older age group. The highest rate of restaurant employee turnover improvement (decrease) was in the the oldest age group of Ages 55 to 64, then followed by the second greatest decrease in the Ages 45 to 54 group.

Enid MSA Trends for Employment, Employee Earnings and Employee Turnovers by the Employee Characteristic of Sex: 2006-2015

On the next page, Table 28 shows the restaurant and all industries employment increase by the three sex groups of male, female and both sexes.

⁵As defined at: <https://ledextract.ces.census.gov/static/data.html>

Table 28, Enid MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Employment¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	529	785	1,314	10,338	9,289	19,627
2007	582	782	1,364	10,312	9,418	19,730
2008	580	838	1,418	10,786	9,874	20,660
2009	611	864	1,476	10,919	9,918	20,837
2010	632	833	1,464	10,310	9,621	19,931
2011	658	892	1,550	10,706	9,376	20,083
2012	652	930	1,583	10,863	9,504	20,367
2013	649	929	1,578	10,870	9,047	19,917
2014	745	943	1,688	11,959	9,673	21,631
2015	775	956	1,731	12,475	10,120	22,596
Change³	46.5	21.8	31.7	20.7	8.9	15.1

Note¹: Beginning of First Quarter Employment Counts

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Over the 10-year period, restaurant employment in all three sex groups grew at a greater percent than any all industries sex group, with restaurant male employment growing faster than restaurant female (46.5 percent to 21.3 percent).

Table 29, Enid MSA: All Industries and NAICS 7225 Restaurants and Other Eating Places						
Average Monthly Earnings¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	859	728	781	3,180	1,645	2,449
2007	853	774	808	3,284	1,707	2,533
2008	935	810	861	3,476	1,772	2,662
2009	940	846	885	3,400	1,795	2,637
2010	979	866	915	3,357	1,826	2,621
2011	968	867	910	3,489	1,899	2,749
2012	1,050	944	988	4,322	2,105	3,290
2013	1,086	960	1,012	4,676	2,294	3,595
2014	1,090	1,011	1,046	5,003	2,446	3,859
2015	1,131	1,070	1,097	5,501	2,574	4,189
Change³	31.7	47.0	40.5	73.0	56.5	71.0

Note¹: Beginning-of-1st-Quarter Employment: Average Monthly Earnings.

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Over the 10-year period, restaurant earnings in all three sex groups of male, female and ‘both male and female’, grew at lower percent than all industries earnings for the same group. In the restaurant industry, female earnings grew at a higher percent than male earnings (47.0 percent to 31.7 percent), but did not increase enough to match the monthly average of male by 2015. Below Table 30 gives the employee turnover for these same two industries.

Turnover¹ by Employee Sex						
Years	Employee Sex					
	NAICS 7225 Male Employees	NAICS 7225 Female Employees	NAICS 7225 both Male & Female Employees ²	All Industries Male Employees	All Industries Female Employees	All Industries both Male & Female Employees ²
2006	0.205	0.200	0.201	0.096	0.112	0.103
2007	0.200	0.178	0.187	0.098	0.111	0.104
2008	0.179	0.168	0.173	0.100	0.112	0.106
2009	0.193	0.187	0.189	0.103	0.106	0.104
2010	0.165	0.151	0.157	0.089	0.100	0.094
2011	0.191	0.165	0.175	0.097	0.104	0.100
2012	0.200	0.170	0.182	0.099	0.110	0.104
2013	0.180	0.176	0.177	0.115	0.125	0.119
2014	0.187	0.159	0.171	0.108	0.109	0.108
2015	0.193	0.164	0.177	0.125	0.115	0.120
Change³	-5.9	-18.0	-11.9	30.2	2.7	16.5

Note¹: First Quarter Employee Turnover (Stable).

Note²: Rounding may slightly affect totals.

Note³: Percent change over the ten years.

Table 30 shows that over ten years the three sex groups in the restaurant industry decreased or improved their turnover rates, while all industries increased their rates. However, in the restaurant industry female decreased their turnover the most, with female decreasing 18.5 percent and the male 5.9 percent.

Summary of Enid MSA Restaurant and All Industry 10-Year Trends

Employment for eight restaurant industry ages groups increased during the 10-year period, while the ninth Ages 19 to 24 group decreased by 6.4 percent. Employment in seven all industries also increased, with the Ages 14 to 18 and Ages 19 to 21 two groups decreased by 6.8 and 19.3 percent, respectively. The percent change in both industries was largest in the two oldest age groups of Ages 55 to 64 and Ages 65 to 99 groups. The percent change in restaurant employment was largest in the former and the percent change in all industries employment was greatest in the latter age group. For all ages (14 to 99 years) restaurant employment increased 31.7 percent to all industries 15.1 percent.

Only one restaurant industry age groups had a higher 10-year earnings increase percent than its counterpart in all industries. This was the youngest restaurant age group of Ages 14 to 18. The largest earnings percent increase in both industries was in Ages 65 to 99. The all industry five older age groups ended the 10-year period in 2015, with earnings of more than twice that of restaurant average monthly earnings for the same group.

Only eight of the nine restaurant age groups had complete 10 year turnover data for comparison, with the older Ages 65 to 99 group data missing for two years. However, six of these eight had improvement or a

percent decrease in turnovers and two restaurant industries age groups showed percent increases. All industries had two age groups with decreases in turnovers and seven age groups with percent increases. In the eight age groups containing restaurant comparison data, the restaurant age group either showed the greater turnover decrease (improvement) or showed the lessor percent of turnover increase. The restaurant industry All ages (14 to 99) age group percent turnover decrease was 11.9 percent, and the all industry turnover percent increase for the same age group was 16.5 percent.

When comparing the restaurant industry to all industries by sex, male restaurant employment increased at a larger percent than female of either industry and larger than male of all industries. Restaurant industry female, male and both sexes' earnings increased at lower percentages than their counterparts in all industries. Female increased a larger percent than male in the restaurant industry, but not enough to match the earnings of male by the 1st quarter 2015. All three restaurant sex groups had greater turnover decreases than their all industries counterpart, with the restaurant female turnover decreasing the most, 18.0 percent to restaurant male 5.9 percent.