



Heather Mathias, senior human resources director with Mazzio's Corp., shows off a new sign during a job fair at the Mazzio's corporate office on June 7. MEGAN ROSS/Tulsa World

Good year to start young

Opportunity abounds for teenagers in summer job market

By Rhett Morgan
 Tulsa World

Caleb Griffin, by nature, is antsy. "I've always wanted to work," he said. "I cannot not be busy all the time." So he turns that extra energy into money. Griffin, 19, has been employed by McDonald's the past four years.

Now a homeschooled high school graduate, he's putting in about 40 hours a week heading into next month's journey to Hamburger University, McDonald's restaurant management training facility in Chicago.

"It's going to be great for my future," said Griffin, who works at the McDonald's at 11604 N. 135th East Ave. in Collinsville. "They will help anybody get where they want to be."

Hundreds of area teens will be following Griffin's lead this summer, parlaying that part-time job into a potential career or simply taking that initial step into employment by working during summer vacation.



Caleb Griffin, 19, is a shift manager at McDonald's in Collinsville. MIKE SIMONS/Tulsa World

Officials say their chances for being hired somewhere are strong.

Statewide unemployment for April in Tulsa County stood at 2.7%, compared to the statewide average of 3.3%, according to the Oklahoma Em-

ployment Security Commission.

"From everything we've seen, the economy looks good to us," said David Crow, outreach and information officer for the Oklahoma Office of Workforce Development. "Unemployment is below 4% in the state. We're adding jobs every month. I would think it's a good year."

"When unemployment is under 4%, that's kind of a job-seeker's market for young people looking to make the first career step. When unemployment's higher, some of those positions are taken by older workers."

For workers age 14-18 in 2018, the pool grew from 39,974 at the start of the second quarter to 47,495 at the start of the third quarter (July 1), an increase of 20.5%.

"I would expect the seasonal pattern to repeat itself," said Lynn Gray, chief economist for the Oklahoma Employment Security Commission. "You're going to see this spike in employment."

Employing 65% of the youth in 2018 were two sectors: accommodation (hotels) and food services and retail trade, he says.

"Those employers can utilize individuals with less experience, less of a skill set," Gray said. "Those are going to be businesses that are going to have consumer demand on the evenings, on the weekends. Young people typically would be more willing than an adult (to work) in most of those situations."

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Some groups uneasy over Trump's trade policy

Blindsided by tariffs, corporate America may be struggling to find footing in Trump's GOP

By Paul Wiseman and Steve Peoples
 Associated Press

WASHINGTON — President Donald Trump's aggressive and wildly unpredictable use of tariffs is spooking American business groups, which have long formed a potent force in his Republican Party.

Corporate America was blindsided when Trump threatened to impose crippling taxes on Mexican imports in a push to stop the flow of Central American migrants into the United States.

The two sides reached a truce June 7 after Mexico agreed to do more to stop the migrants. But by Monday, Trump was again threatening the tariffs if

Mexico didn't abide by an unspecified commitment, to "be revealed in the not too distant future."

Such whipsawing is now a hallmark of Trump's trade policy. The president repeatedly threatens tariffs, sometimes imposes them, sometimes suspends them, sometimes threatens them again. Or drops them.

Business groups, already uncomfortable with Trump's attempts to stem immigration, are struggling to figure out where to stand in the fast-shifting political climate. They have happily supported his corporate tax cuts and his moves to loosen environmental and other regulations. But many are concerned about the president's mercurial approach to tariffs.

The Business Roundtable, an association of CEOs, opposes the use of

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Steel rods produced at the Gerdau Ameristeel mill in St. Paul, Minnesota, await shipment on May 9. JIM MONE/AP file

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Tariffs: Chamber of Commerce begins to distance itself from GOP

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tariffs and has made the case to the administration about the risks they pose to economic growth. But Trump has remained a fervent advocate of the import taxes anyway.

"They are going to do what they do — it's not up to us," Jamie Dimon, chairman of the Business Roundtable and CEO of JPMorgan Chase, said at a gathering of reporters Wednesday.

"Business is losing," said Rick Tyler, a Republican strategist and frequent Trump critic. "He calls himself 'Mr. Tariff man.' He's proud of it ... It's bad news for the party. It's bad news for the free market."

Recently, the sprawling network led by the billionaire industrialist Charles Koch announced the creation of several political action committees focused on policy — including one devoted to free trade — to back Republicans or Democrats who break with Trump's trade policies. A powerful force in Republican politics, the network is already a year into a "multi-year multimillion-dollar" campaign to promote the dangers of tariff and protectionist trade policies.

The Chamber of Commerce is in the early phases of disentangling itself from the Republican Party after decades of loyalty. The Chamber, which spent at least \$29 million largely to help Republicans in the 2016 election, announced earlier this year that it would devote more time and attention to Democrats on Capitol Hill while raising the possibility of supporting Democrats in 2020.

Few expect the Chamber or business-backed groups like the Koch network to suddenly embrace Democrats in a significant way. But even a subtle shift to withhold support from vulnerable Republican candidates could make a difference in 2020.

Trump's boundless enthusiasm for tariffs has upended decades of Republican trade policy that favored free trade. It has left the party's traditional allies in the business world struggling to maintain political relevance in the Trump era.

Trump's tariffs are taxes paid by American importers and are



Traffic moves on the old Gerald Desmond Bridge next to its replacement bridge under construction in Long Beach, California. President Donald Trump has imposed taxes on imported steel and threatens to add auto imports to tariffs. The moves can provoke retaliatory tariffs on U.S. exports. JAE C. HONG/AP file



A field of soybeans grows in front of a barn carrying a large Trump sign in rural Ashland, Nebraska. NATI HARNIK/AP file

typically passed along to their customers. They can provoke retaliatory tariffs on U.S. exports. And they can paralyze businesses, uncertain about where they should buy supplies or situate factories.

"Knowing the rules helps us plan for the future," said Jeff Schwager, president of Sartori, a cheese company that has had to contend with retaliatory tariffs in Mexico in an earlier dispute.

Trump seems unfazed.

Myron Brilliant, head of international affairs at the U.S. Chamber of Commerce, went on CNBC on Monday to decry "the weaponization of tariffs" as a threat to the U.S. economy and to relations with trading partners.

Trump responded by phoning in to the network to declare "I guess he's not so brilliant" and defend his trade policies.

"Tariffs," he said, "are a beautiful thing."

Trump can afford to be confi-

dent about his grip over the party: Roughly 9 in 10 rank-and-file Republicans support his performance as president, according to the latest Gallup polling. So Republicans in Congress have been reluctant to tangle with him.

But the flareup over the Mexico tariffs may prove to be a pivotal juncture. The spat was especially alarming to businesses because it came seemingly out of nowhere. Less than two weeks earlier, Trump had lifted tariffs on Mexican and Canadian steel and aluminum — action that seemed to signal warmer commercial ties between the United States and its neighbors.

"This really came out of left field," said Daniel Ujcz, a trade lawyer at Dickinson Wright. "It was something we thought we had settled, and we hadn't."

Congress was already showing signs of wariness, especially over Trump's decision to dust off a little-used provision of trade law to slap tariffs on trading partners. Section 232 of the Trade Expansion of 1962 lets the president impose sanctions on imports that he deems a threat to national security.



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JPMorgan Chase CEO

"Tariffs are a beautiful thing."

Donald Trump
President

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Rick Tyler
Republican strategist

Trump has deployed that provision to tax imported steel and aluminum. And he's threatening to impose Section 232 tariffs on auto imports, a chilling threat to American allies Japan and the European Union.

Congress is considering bipartisan legislation to weaken the president's authority to declare national-security tariffs. In doing so, lawmakers would be re-asserting Congress' authority over trade policy, established by the Constitution but ceded over the years to the White House.

The legislation has stalled in Congress this spring. But on Tuesday, Iowa Republican Chuck Grassley, chairman of the Senate Finance Committee, said the bill would be ready "pretty soon." Given "how the president feels about tariffs," Grassley said, "he may not look favorably on this. So I want a very strong vote in my committee and then, in turn, a very strong vote on the floor of the Senate."

Jobs: Summer holds opportunity for teens

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Employment-rich environment

Tim Rich was 16 when he took a job at a Las Vegas McDonald's in 1969. He moved to Oklahoma in 1986 and now owns McDonald's in Owasso-area (three), Claremore and Mannford.

The average wage at one of his restaurants is almost \$12 an hour, he says. Through the franchise's "Archways to Opportunity" initiative, he this year will hand out 20 scholarships — Griffin received \$3,000 — to teen workers who log at least 15 hours a week and are going to college, Rich said.

"I do hire a lot of teenagers and hopefully teach them that this is a great first job," he said. "We consider ourselves the best American first job out there. You learn how to work with the public. You learn how to work with each other in a social environment. We take care of you with great benefits: free food and uniforms with flexible hours."

Walmart recently extended debt-free college benefits to high schoolers as a way to attract and keep workers in a squeezed labor market.

The nation's largest private employer says it will offer free college SAT and ACT prep for its workers in high school while offering two to three free general education college classes through an educational startup. The company estimates about 25,000 people under the age of 18 work at its stores, a fraction of its 1.3 million-person workforce in the United States.

It is an expansion of a program Walmart started in 2018 offering affordable access to a college degree for full-time and part-time workers who have been with the company at least 90 days.

Good attitude is key

Oklahoma City-based Braum's, which has 130 stores in Oklahoma, employs teens as young as 14, spokeswoman Amanda Beuchaw said.

"We always look for kids that are going to bring a good, positive attitude who are willing to work and learn," she said. "A lot of people end



Heather Mathias, senior human resources director with Mazzio's Corp., guides Dayna Reid through the hiring process during a job fair at the Mazzio's corporate office on June 7. MEGAN ROSS/Tulsa World



Clipboards with interview information cards await applicants during a job fair at the Mazzio's corporate office on June 7. MEGAN ROSS/Tulsa World

up sticking with us through college while they get their degrees. ... We've even had some that did restaurant management in college and are now serving as our district and area managers."

Tulsa-based Mazzio's, which has 33 restaurants in the city, recently held a pair of job fairs in town. During the events, the Tulsa eateries hired about 225 part-time, student employees for the summer, says Heather Mathias, senior director of human resources.

"During the recovery (recession) years, a lot of the jobs were being filled by adults," Mathias said. "Our employment market is extremely low right now. We're struggling to find good candidates. Specifically, we want really talented teens and

college students.

"We value that experience in that teen/collegiate age group because a lot of times we're able to model them into future leadership. Most of our leaders came from either working at Mazzio's as a college kid or as a teen."

Employees at Mazzio's only have to be 18 to be a shift leader and 20 to be an assistant manager, Mathias says.

"We have GMs who are as young as 21 years old," she said. "They are responsible for a million-dollar store. It's a lot of responsibility for somebody that young."

Rhett Morgan 918-581-8395
rhett.morgan@tulsaaworld.com
Twitter: @RhettMorganTW

Fund Performances (Data from Lipper)

Top 100 Equity Funds / 2-Year Returns			
FUND	OBJ 2RET	FUND	OBJ 2RET
MorganStanley Inst: MCapGrI	MG +34.3	Virtus Funds I: SmCpCorl	SG +21.8
MorganStanley Inst: MCapGrI p	MG +33.9	Frank/Temp Frnk A: DynTchA	XG +21.8
Morgan Stanley I: CapOpp	XG +33.0	Virtus Funds A: SmCpCorA p	SG +21.5
Morgan Stanley A: CapOpp p	XG +32.6	Franklin Temp: FrkDynTc R	XG +21.4
Morgan Stanley C: CapOppC p	XG +31.9	Brown Advisory Fds: GrthEq Inst	LG +21.2
Berkshire Funds: Focus	LG +30.5	BlackRock B&C: MCPGC I	MG +21.1
Jacob Funds: MicCGr I	SG +30.0	Brown Advisory Fds: GroEgInrv	LG +21.0
Jacob Funds: MicCGr Inv	SG +29.7	Touchstone Family: SandsCGrl	LG +20.9
Virtus Funds I: SmCapSus	SG +29.3	Frank/Temp Frnk C: DynatC p	XG +20.8
Virtus Funds A: SmCapSus	SG +28.9	AB Funds I: SmCpGrol	SG +20.8
Lord Abbett I: DevpGro	SG +28.2	Wasatch: SmCpGr	SG +20.8
Fidelity Invest: AdvGrOpp	XG +28.0	Wells Fargo Adv Ins: EndvSell	LG +20.7
Lord Abbett F: DevGth p	SG +28.0	Kinetics Funds: MktOpl r	MP +20.7
Lord Abbett A: DevGth p	SG +27.9	Fidelity Invest: FocsdStk r	LG +20.6
Lord Abbett P: DevGth p	SG +27.7	AB Funds A: SmCpGRA	SG +20.5
Lord Abbett R3: DevGth p	SG +27.5	Wells Fargo Adv Ad: EndSelAdm	LG +20.5
VirtusZevorb Funds: InnGrStkl	XG +27.1	AB Funds K: SCapGrK	SG +20.5
Lord Abbett C: DevGth p	SG +26.8	Touchstone Family: SandsCGY Y	LG +20.4
Delaware Invest A: SMIDCapG	SG +26.1	Wells Fargo Adv A: EndSelA p	LG +20.3
Federated A: KaufSCA p	SG +25.9	Touchstone Family: SandsSGr A	LG +20.1
Fidelity Advisor I: GrOpp	XG +25.9	Touchstone Family: SelGrwth	LG +20.1
Federated Inst: KaufmSC R	SG +25.8	MorganStanley Inst: SmCoGrI	SG +20.1
Virtus Funds A: MidGrA	MG +25.7	Calvert Invest: SocEqA p	LG +20.0
Fidelity Advisor A: GrOppA p	XG +25.5	AB Funds R: SmCapGrth	SG +20.0
Fidelity Invest T: GrOppT	XG +25.2	Wells Fargo Adv Ins: CapGrol	LG +20.0
Akre Funds: FocusInstl	XG +25.2	Alger Funds A: SmCapGr	SG +20.0
NeubergerBerm: SmCGrInst	SG +25.1	Alger Funds I: SCapGr I-2	SG +20.0
Delaware Invest C: SMIDCapG p	SG +25.1	Wells Fargo Adv Ins: Growth	XG +20.0
Wasatch: UltraGr	SG +25.0	Artisan Funds: SmCap	SG +19.9
Akre Funds: FocusRetl	XG +24.9	JPMorgan Sel CIs: LgCpGr	LG +19.9
MorganStanley Inst: CapGrI	XG +24.7	Kinetics Funds: SmCap	GL +19.8
Neuberger Berm Inv: SmCapGr	SG +24.7	Amer Century Inv: LegFocLC	LC +19.8
Fidelity Advisor C: GrOppC p	XG +24.4	Jacob Funds: USSmCGI	SG +19.8
MorganStanley Inst: CapGrI p	XG +24.4	MorganStanley Inst: SmCGrP	SG +19.8
Federated C: KaufSC p	SG +24.0	Columbia Class Z: SCpGrH z	SG +19.7
Federated B: KaufSCB p	SG +23.7	JPMorgan A Class: LgCpGA p	LG +19.7
Transamerica A: FocusA p	LG +23.6	Wells Fargo Admin: Growth	XG +19.7
Wasatch: Mic-Cap	SG +23.3	Wells Fargo Adv Ad: CapGrAdm	LG +19.7
DFDentPm	XG +22.8	Kinetics Funds: MktOppC t	MP +19.6
Meridian Funds: EqYInvc r	XG +22.8	AB Funds C: SCpGrC I	SG +19.6
Fidelity Selects: DAer	SE +22.7	AB Funds B: SCpGrB I	SG +19.5
Baron Fds Instl: Opportun	XG +22.7	Columbia Class A: SCpGrA r	SG +19.5
Baron Funds: GblAdv Inst	GL +22.5	BlackRock Instl: LgCpGrI	LG +19.5
Baron Funds: Opportun	XG +22.4	Tocqueville Fds: Opp A	MG +19.4
Price Funds: N Horiz	MG +22.3	Federated A: Kaufm A p	MG +19.4
BlackRock Instl: MdCGEq	MG +22.3	Harbor Funds: MCGrInst	MG +19.4
Franklin Temp: FrkDyna R6	XG +22.2	Federated Inst: KaufmR	MG +19.4
Baron Funds: GlobalAdv	GL +22.2	Wells Fargo Adv A: PremLGA	XG +19.3
Frank/Tmp Frnk Adv: DynaTech	XG +22.1	Wells Fargo Adv A: OmegaGrth	XG +19.3
BlackRock A: MdCpGA	MG +22.0	Hartford HLS IA: GrwthOpp	XG +19.3

Top 50 Bond Funds / 2-Year Returns

FUND	OBJ 2RET	FUND	OBJ 2RET
Vanguard Instl Fds: ExtDurTrs	LU +7.1	Vanguard Fds: LTTsry	LU +5.1
Vanguard Instl Fds: ExDurTreas	LU +7.1	Prudential Fds Z3I: HviYDz	HC +5.1
PIMCO Funds Instl: ExtDur	AB +6.7	Vanguard Admiral: LTCpBdIdx	AB +5.0
RS Funds: HviYdA	HC +6.7	TCW Funds: HviYdB	HC +5.0
PIMCO Funds Instl: LgTrmCred	GT +5.9	PIMCO Funds Instl: ErmMCPbd	WB +5.0
PIMCO Funds P: LgTrmCred	GT +5.8	Angel Oak Funds: Flex Instl	GT +5.0
Diamond Hill Fds: StrIncl	HC +5.7	Flydex Investor: GovBdStrat	GT +5.0
Fidelity Invest: SAI LTrs	LU +5.7	PIMCO Instl PMS: DvInvc	GT +5.0
PIMCO Funds Instl: LgDurTotR	AB +5.7	Braddock MultiStr: Income	GT +5.0
PIMCO Funds P: LgDurTRP	AB +5.6	Calvert Invest: LgTrmInco I	AB +4.9
DFA Funds: WexUSGov	WB +5.5	Fidelity Invest: Cplnc r	HC +4.9
Wasatch: USTryFd	LU +5.5	Fidelity Invest: FTRHInlc	HC +4.9
Vanguard Admiral: LTGrAdml	AB +5.4	PIMCO Funds Instl: DiversInCP	GT +4.9
Diamond Hill Fds: StrInclA r	HC +5.4	PIMCO Instl PMS: LTTUSG	LU +4.9
Vanguard Admiral: LTGrBdIdx	LU +5.3	Prudential Fds A: HviYdA p	HC +4.9
Vanguard Idx Fds: LT GovBdl	LU +5.3	TCW Funds N: HviYdBN p	GT +4.8
Vanguard Instl Fds: LTBdInst	AB +5.3	Lord Abbett I: BdDebntr	HC +4.8
Vanguard Fds: LTIGrade	AB +5.3	Prudential Fds A: GblTotRIA	WB +4.8
Vanguard Instl Fds: LTBdInstPI	AB +5.3	Fidelity Advisor I: HInAdvI	HC +4.8
Vanguard Idx Fds: LTBnd	LU +5.2	Metropolitan West: HviYdBD I	HC +4.8
Vanguard Admiral: LTySAdml	AB +5.2	Trust Prof Mgrs: PerIT TRBd	GT +4.8
Price Funds: USTLg	LU +5.1	Lord Abbett F: BondDeb	GT +4.8
Spirit of Amer: Income A	GT +5.1	GMO Trust IV: CorePlusBd	IB +4.8
ProFunds Inv Cl: USGovPlus	GT +5.1	PIMCO Funds P: LTUSGvTP	LU +4.8
Vanguard Instl Fds: LTCpBd	AB +5.1	Putnam Funds Y: Income	IB +4.8

Fund Objectives

EQUITY FUNDS:

AL - Gold Oriented, EM - Emerging Markets, EI - Equity Income, EU - European Region, GL - Global Stock, HB - Health/Biotech, IL - International Stock, LC - Large-Cap Core, LG - Large-Cap Growth, LT - Latin American, LV - Large-Cap Value, MC - Mid-Cap Core, MG - Mid-Cap Growth, MV - Mid-Cap Value, NR - Natural Resources, PR - Pacific Region, SC - Small-Cap Core, SE - Sector, SG - Small-Cap Growth, SP - S&P 500 Index, SQ - Specialty Diversified Equity, SV - Small-Cap Value, TK - Science & Technology UT - Utility, XC - Multi-Cap Core, XG - Multi-Cap Growth, XV - Multi-Cap Value.

TAXABLE BOND FUNDS:

AB - Long-Term Bond, GT - General U.S. Taxable, HC - High Yield Taxable, IB - Intermediate Bond, IG - Intermediate U.S., LU - Long-Term U.S., MT - Mortgage, SB - Short-Term Bond, WB - World Bond.

MUNICIPAL DEBT FUNDS:

BL - Balanced, GM - General Muni, HM - High Yield Muni, IM - Intermediate Muni, MP - Stock/Bond Blend, NM - Insured Muni, SM - Short-Term Muni, SS - Single-State Muni.