

# Join the REI team and help us continue to “Expand Oklahoma’s Economy”

## INSURANCE

Health, prescription, life and long term disability insurance is fully paid by REI for all full-time employees. Dependent health and prescription are available at the employee’s cost and is set up as a pre-tax option. Other insurance available for purchase includes cancer, additional life insurance, pre-paid legal and short-term disability.

## TAX DEFERRED 403(B) ANNUITY PLAN

After one year of employment, REI will match 1:1 of employee’s monthly contribution up to 8% of gross monthly salary.

## SECTION 125 CAFETERIA PLAN

This flexible spending plan allows full-time employees to have pre-tax dollars deducted from their salaries to pay for eligible out-of-pocket expenses. Contributions made to the flexible spending account can be used to pay for non-reimbursed health care expenses and dependent care expenses during the plan year.

## INCENTIVE PLAN

Active full-time employees are eligible to participate in the REI Incentive Plan. If yearly organizational goals are met, employees can receive up to 15% of their annual salary.

## HOLIDAYS

REI Employees receive eleven (11) paid holidays per year:

- |                           |                           |
|---------------------------|---------------------------|
| a. New Year’s Day         | g. Labor Day              |
| b. President’s Day        | h. Thanksgiving Day       |
| c. Martin Luther King Day | i. Day after Thanksgiving |
| d. Good Friday            | j. Christmas Eve Day      |
| e. Memorial Day           | k. Christmas Day          |
| f. Independence Day       |                           |

## VACATION

Full-time employees accrue 2 weeks of vacation per year for the first two years of employment. Three weeks for 2-10 years of service. Three and a half weeks for 10-15 years of service and 4 weeks for 15 years of service and above.

## SICK LEAVE

Full-time employees accrue 2 weeks of sick leave per year for the first two years of employment. Employees receive 3 weeks per year after two years of employment.

REI is committed to the professional development of its employees. In an effort to attract and retain above-average employees, REI strives to competitively compensate its employees and offer career planning and developmental opportunities to its staff. REI is committed to providing a supportive environment designed to encourage all employees to pursue their professional goals and career objectives through training and advancement.

Rural Enterprises of Oklahoma, Inc. (REI) is a statewide non-profit economic development corporation with a mission to create/retain jobs and stimulate the economy through business and community assistance programs. REI is headquartered in Durant, Oklahoma with offices located in Alva, Lawton, Oklahoma City and Tulsa. REI seeks motivated individuals who share our passion and commitment to “expand Oklahoma’s economy” by delivering services and resources to the people of Oklahoma to help them achieve their economic potential.



*Our Mission is to create and retain jobs,  
and stimulate Oklahoma's  
economy through business &  
community assistance services...*

*REI has a team of over 35 economic development professionals who have been expanding Oklahoma's economy since 1982 through effective economic development services. I have always said that an organization is only as successful as the people it employs. REI is enjoying great success and that's a testimony to the professionalism and commitment of its staff.*

*Our staff shares a desire to provide the best possible service to the individuals, businesses and communities we serve. In turn, REI rewards them with a great benefits package and work environment.*

*REI also encourages its staff to get involved with community organizations and projects. Giving back to the community is just the right thing to do, and we like to see our staff members participating in local activities.*

*When compared to other organizations, REI certainly stands out in the crowd. REI is truly a "Great Place to Work."*

*Tom Seth Smith,  
President & CEO*



*"Expanding Oklahoma's Economy Since 1982"*

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*An Equal Opportunity Employer*

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A GREAT PLACE

TO WORK



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*"Expanding Oklahoma's Economy Since 1982"*