



REI OKLAHOMA<sup>SM</sup>

# LET'S TURN DREAMS

INTO REALITY



[www.reiok.org](http://www.reiok.org) | 800.658.2823



# Great People. Great Benefits.

Ready to feel like you're making a difference? At REI Oklahoma we believe in giving purpose to your valuable time spent with us, while helping Oklahomans realize their dreams of business and home ownership. Here's a look at the tools we offer to help you maintain a healthy work/life balance.

## INSURANCE

Health, prescription, life and long-term disability insurance is fully paid by REI Oklahoma for all full-time employees. Dental, vision, dependent health and prescription are available at the employee's cost and are available on a pre-tax basis. Other insurance available for purchase includes cancer, additional life insurance and short-term disability.

## TAX DEFERRED 403(B) ANNUITY PLAN

Full-time employees are eligible upon employment to make 403(b) contributions. After one year of employment, REI Oklahoma will match 100% of employee's monthly contribution up to 8% of their gross monthly salary. Employees are 100% vested from day 1 of participation.

## FSA (FLEXIBLE SPENDING ACCOUNT)

An FSA allows you to use pre-tax dollars to pay for eligible health care expenses for you, your spouse, and your eligible dependents. The Prepaid Benny Card lets employees pay for qualified expenses automatically.

## INCENTIVE PLAN

All employees are eligible to participate in the REI Oklahoma Incentive Plan. If annual organizational goals are met, employees can receive up to 15% of their annual salary.

## FLEXIBLE SCHEDULE

REI Oklahoma supports a healthy work/life balance by allowing employees to participate in a Flexible Schedule. Our 36-hour workweek gives employees an additional 208 hours annually for spending time with family, appointments and other obligations. Details of the Flexible Schedules can be discussed and agreed upon with your supervisor.

## HOLIDAYS

REI Oklahoma employees receive (14) fourteen paid holidays per year:

New Year's Day

Martin Luther King Jr. Day

President's Day

Good Friday

Memorial Day

Juneteenth

Independence Day

Labor Day

Columbus/Native American Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve Day

Christmas 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.

## WELLNESS PLAN

To promote participation in health & wellness, REI Oklahoma contributes up to a \$35 monthly wellness reimbursement. Qualified programs include, but are not limited to, gym membership fees, fitness classes, Weight Watchers meetings and other established wellness programs or classes.



# Our Story

REI Oklahoma found its place 40 years ago with an enduring mission to expand economic opportunities for Oklahomans by providing flexible financing and development services to individuals, businesses and entrepreneurs with limited access to resources. Since its beginning, REI Oklahoma has continued to identify hurdles and deliver holistic solutions to aide not only the state's rural business community, but urban entrepreneurs as well.

Business loans ranging from one thousand dollars to more than ten million are made available, providing crucial funding to help Oklahoma businesses build, develop and prosper.

Recognizing the need for tailored entrepreneurial training and guidance, we offer educational workshops, business consulting, networking opportunities, and technical assistance, helping business owners find their way.

REI Oklahoma offers commercial business space suitable to accommodate many types of start-up and expanding businesses, helping occupants reduce the risk of failure during the early stages of the business life cycle, when small enterprises are most susceptible.

REI Down Payment Assistance gives Oklahoma homebuyers, often young families, the excitement of unlocking the door to their own home by providing down payment and closing cost assistance.

Governed by a volunteer board of directors and operating with a small team of approximately 40, the organization provides services to all 77 counties in Oklahoma. The REI Oklahoma team is deeply passionate about its role in making Oklahoma a better place to live and work.



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