

Benefits

A Simplified Employee Pension Plan is available after one year of service. Employee is immediately vested once SEP is available.

OTO does not currently offer group health benefits. A \$4,500 annual health/dental/vision insurance allowance is provided in order for employees to purchase outside insurance. Should the OTO provide health benefits to its employees, this allowance will cease and the employee will be covered by the provided plan.

Paid Leave

Nine paid scheduled holidays including New Years Day, Martin Luther King Jr. Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day.

Four paid floating holidays.

Two weeks vacation annually after 1 full year of service (1 week after 6 months). Three weeks vacation after three full years of service and four weeks vacation after nine full years of service.

12 days sick leave

