



EMPLOYEE BENEFITS PACKAGE

The following benefits are available to all full-time employees on the first day of the month following 90 days of employment, unless otherwise noted. You may access further benefits information on Omega's website.

Medical Insurance

Omega offers medical insurance through BlueCross BlueShield. The company pays a percentage of the premium cost for single coverage and a portion of family coverage. Employee payroll deductions are taken on a pre-tax basis.

Dental Insurance

Omega offers dental insurance through BlueCross BlueShield. The company pays a percentage of the premium cost for single coverage and a portion of family coverage. Employee payroll deductions are taken on a pre-tax basis.

Life Insurance

Omega provides life insurance through The Standard insurance company in the amount of \$10,000 at no cost to you.

Short Term Disability

Omega offers short-term disability insurance through The Standard insurance company. While you are unable to work because of sickness, injury or pregnancy, your disability benefits enable you to meet your ongoing financial obligations. Short-term disability insurance provides a percentage of your income in a weekly benefit for up to 11 weeks of disability. After-tax payroll deductions are determined individually, based on salary.

Long Term Disability

Omega offers long term disability insurance through The Standard insurance company. Long-term disability insurance provides a percentage of your income in a monthly benefit for an extended disability after 90 days of disability. After-tax payroll deductions are determined individually, based on salary.

401K Plan

Omega offers a tax deferred retirement savings plan. You are eligible to begin payroll contributions on the first of the quarter following one year of employment. You may rollover monies from a former employer's 401K plan into Omega's 401K plan at any time. There is no waiting period for rollovers.

A 1% payroll deduction will automatically be deducted from your gross pay before Federal and State taxes are computed. Omega matches .33¢ per dollar of your contributions up to 3 percent of your gross income. Savings are invested in your choice of many professionally managed investment funds.

Dependent Care Spending Account

Dependent care spending accounts allow you to set aside a part of your salary before taxes to pay for qualifying work-related child care, elder care or other dependent care expenses.

Health Care Flexible Spending Account

Health care flexible spending accounts allow you to set aside a part of your salary before taxes to pay for certain expenses not covered by medical or dental plans.

Paid Leave Time

Paid leave time includes vacation, sick, jury duty, bereavement, emergencies and fam trip days. Leave time accrues from the date of hire at the following rate:

	EMPLOYEES	MANAGERS
Years 1-3	1 day per month	1.5 days per month
Year 4	1.5 days per month	1.5 days per month
Year 5	2 days per month	2 days per month
Year 6+	monthly accrual equivalent to 5 weeks annually	

*All employees receive a 40-hour bonus upon completion of 2 years of employment.

Paid Holidays

The following National holidays are observed by Omega:

- New Years Day Thanksgiving Day
- Memorial Day Christmas Day
- Fourth of July Labor Day

Automated Agent Productivity

In an effort to reward the highest producing travel agents and managers, Omega has an automated productivity program. You may earn a quarterly bonus of \$50 to \$500.

Employee Assistance Program

Omega offers an employee assistance program through Horizon Care. This is provided to all employees at no cost to you. The employee assistance program offers support, guidance and resources to help you and your family resolve a broad range of personal issues. All calls and counseling services are completely confidential.