

FAST FACTS

- Established in 1981
- Services provided include transportation/public works planning and design, civil engineering, traffic engineering and modeling, landscape architecture, surveying, and construction management
- Four offices – Redding, Visalia, Walnut Creek, and Roseville (Corporate Headquarters)
- Provide services in California, Nevada, and Oregon
- Maintain the highest standards for work and for employees
- Majority of clients are in the public sector – cities and counties
- The average length of service is about 8 years
- Have about 70 employees in 2008
- Internships available for college students
- Attend Career Fair days on many college campuses
- About 80% of our business is repeat business
- We have a family atmosphere

CAREERS OPPORTUNITIES

OMNI-MEANS is always looking for exceptional individuals. It is the quality and high caliber of our staff that sustains OMNI-MEANS continued success. Our team of dedicated professionals and technical specialists allows OMNI-MEANS to provide a vast array of services and our commitment to quality ensures the firm's repeat business.

Although you may have a job with a good company and good benefits, however, would you consider coming to a GREAT company, with GREAT benefits where the projects are interesting and challenging? If you want to go from good to GREAT, consider OMNI-MEANS as a place to work. OMNI-MEANS provides a supportive and energetic environment that can foster GREATness.

We approach the concept of hiring staff at Omni-Means in a unique way. We are constantly looking for highly talented and highly motivated individuals. Of course we have specific staffing needs as described below, but we also encourage anyone interested in joining our team to submit a resume anytime.

Three ways to apply:

- 1) Cut and paste your resume here
- 2) Complete the Online Application
- 3) Fax your resume to (916) 782-8689, ATTN: Human Resources Director

OUR CULTURE – MAKING A DIFFERENCE IN THE WAY YOU LIVE

On or off the job, OMNI-MEANS makes a difference in the quality of life. On the job, the OMNI family shares the knowledge to ensure success of individuals. As an example, several career building training sessions are provided every month. These are known as OMLETs – OMNI-MEANS Lunchtime Education and Training.

PROFESSIONAL DEVELOPMENT

At OMNI-MEANS continued professional development of our staff is a vital part of the culture. Every employee has the opportunity to enhance their career and is strongly encouraged to take advantage of the internal and external training opportunities provided.

Professional development at OMNI-MEANS occurs through various platforms including on-the-job training, participation in software-specific user-groups, attendance at internal seminars conducted by co-workers, vendors, or other industry experts, safety seminars, and attendance at outside training seminars.

OMNI-MEANS values professional development to the extent that some performance review goals are linked to the employee's active participation in training programs. The goal is to have about 2% of your time annually, or about 40 hours, devoted to your professional development. To track this participation, Professional Development Units (PDUs) are credited for both internal and external training. Generally, one hour of training equates to one unit.

BENEFITS

OMNI-MEANS provides a GREAT benefits package designed to protect you and your family. We offer company paid health care benefits as well as plans for securing your financial future via company contributions to your 401k.

In addition to these GREAT benefits, OMNI-MEANS also has a premium pay plan for some exempt employees and management bonuses based upon profit factors.

Some perks include: monthly BBQs or luncheons, holiday party, annual chili cook-off, logo apparel, noontime training seminars, casual Fridays, and Friday after work gatherings.

MEDICAL, DENTAL, and VISION INSURANCE

OMNI-MEANS offers the following medical programs:

Kaiser Permanente and three options from Blue Shield of California

Eligible employees can be covered by OMNI-MEANS, Ltd. group insurance plans on the first of the month following 90 days of employment. As an example, if an employee comes to work on the 11th day of the month, he/she will be eligible on the first day of the fourth month (i.e. January 11th start date; eligibility begins May 1)

In most cases Omni-Means covers the entire cost of the employee's medical insurance premium, following the expiration of the "waiting" period. Dependent coverage is available for a monthly charge, which may be deducted from your paycheck according to the following schedule:

Company Covered Premium

Year 1: Employee
Year 2: Employee and 1/2 dependent coverage
Year 3: Employee and full dependent coverage

OMNI-MEANS, Ltd provides a Dental Insurance and Vision Plan. Eligibility for dental coverage and vision plan is the same as that for medical coverage. There is no cost to the employee or spouse for dental insurance or the vision plan.

401k PLAN

OMNI-MEANS currently provides a “safe harbor” salary contribution for employees who meet the eligibility requirements of the OMNI-MEANS 401k plan. Eligibility begins at the next quarter following the completion of 250 hours of service within the preceding three months.

Employee Contribution	OMNI-MEANS Contribution
-	3% Safe Harbor Contribution

HOLIDAYS

OMNI-MEANS, Ltd. provides the following eight holidays:

New Year’s Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Labor Day	One floating Holiday at the discretion of the Principals

VACATION

OMNI-MEANS, Ltd. provides the vacation days depending on length of service. You can accumulate up to twice your accrual.

One through five years	Two Weeks
Six through ten years	Three Weeks
Over ten years	Four Weeks

SICK LEAVE

Sick leave is accrued at the rate of four hours per month (for full-time employees). Sick leave is accrued expressly for the purpose of providing a continuance of pay compensation when illness occurs while employed at OMNI-MEANS. Any unused portion is accrued until termination, at which time, any unused sick leave is cancelled.

ADVANCED DEGREE PROFESSIONAL DESIGNATION REIMBURSEMENT

The Company has policies regarding reimbursement of expenses paid as a result of the completion of an advanced degree or expenses associated with obtaining a state license and/or professional designation for those employees who meet the qualifications.