



Dear Friends & Neighbors,

The final quarter of the year is approaching and while there is still so much work to be done, there is also much to celebrate. Just recently, we welcomed dozens of new Operators to Team COTA and have restored several services this September for our customers, including later evening service and improved frequency.

As we continue to navigate the national workforce shortage, we are proud to share that COTA has made major strides forward to enhance our team member benefits.



Introducing
**COTA's Industry-Leading Family Leave Policy to
Compliment Our Benefits Package**

Full-Paid Family Leave Policy

In partnership with TWU Local 208, COTA is proud to support our employees and community with our new full-paid family leave policy. Full- and part-time employees are now eligible for up to 12 weeks of paid family leave in addition to their paid time off for vacations, holidays and sick leave. This improved benefit covers both birthing and non-birthing parents and will give Team COTA the time they need to adjust to new family responsibilities without the burden of financial hardship.

Domestic Partner Benefits

Domestic partners can now take advantage of the same comprehensive benefits available to their COTA-employed partners.

Student Loan Payment Stipend

After six months of employment, COTA employees are eligible to receive a \$100 monthly loan payment stipend to help reduce their student loan debt.

Investing in Team COTA

As we continue to actively recruit, hire, and train new members of Team COTA, these benefit enhancements will complement our existing offerings, such as advancement opportunities, paid training, tuition reimbursement, comprehensive health insurance, retirement and savings benefits.

Learn more about our benefits



KNOW SOMEONE WITH DRIVE?

Meet us at Our October Hiring Event

We are always on the lookout for driven, community-minded team members.

On Wednesday, Oct. 25, we will host our next hiring event from **10 a.m.–6 p.m. at 1333 Fields Ave**, where job seekers can...

- Speak with COTA Operators about their roles
- Experience the hiring process, including onsite interviews
- Potentially receive a job offer

For those looking for a fast lane to a fulfilling career, come out and learn what it takes to

move our city forward every day.



As always, we are grateful for your support of COTA and our mission.

Let's keep moving, *together*.

Joanna
Joanna M. Pinkerton
President/CEO

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