



# Benefits Overview

## Flexible work locations

- Work where it works for you and join your teams in-person for collaboration and fun at our Portland HQ or at one of our pop-up locations

## Early Release Fridays

- We close at 3pm on Fridays

## Paid Family and Medical Leave

- 12-18 weeks full pay for qualifying family/medical events

## 401(k) Matching

- Rain matches 50% of employee contribution up to 8%
- Employer maximum contribution is 4% of eligible compensation
- Eligible to participate on day 1

## Profit sharing or Commission Program

- All employees are one of these programs

## Full range of medical, dental, vision, mental health, and pharmacy options

- Eligible first of month after hire date
- 2 options to fit employee and family needs

## Motion Program Option

- Employees and spouses/qualified domestic partners on HSA plan can earn up to \$3/day by hitting metrics as measured through a Fitbit, Apple Watch, or other participating tracker
- Earnings are deposited into HSA

## Generous Paid Time Off Benefit

- 11 company holidays, 1 personal holiday
- Closed between Christmas and New Year's as additional paid holiday time
- 4 weeks PTO first year, 5 weeks at five years, and 6 weeks at ten years

## Work from Home Allowance

- Employees receive \$720/year (paid monthly)

## Flexible Spending Accounts

- Eligible employees can contribute tax-free dollars for healthcare and dependent care expenses

## Company paid life insurance and long-term disability insurance

- Rain covers \$50,000
- Additional voluntary life insurance available

## Employee Assistance Program

- FREE benefit to employees and family members; up to 3 visits with a Licensed Professional Counselor per incident

## Wellness Program

- Free Headspace subscription
- Free on-demand fitness classes – barre, meditation, kickboxing, cardio, core, yoga, and more
- Monthly fitness and wellness challenges for prizes
- \$100 annual credit toward fitness classes/equipment or meditation subscription
- Free lunch and 1/2 day off for proof of COVID vaccination

## Pet Insurance

- Pets are family members too!

## Tuition Reimbursement

- Up to \$5250/year for career growth or promotion

## Employee Recognition

- Quarterly CREW Core Value awards and bonuses
- CREW Shout-outs Program

## Volunteer Events

- Activities for employees and teams to support community involvement

## Voting Support

- Paid time off to vote or volunteer at voting centers