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

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 for basic life insurance
- Additional voluntary life insurance available
- LTD covers 60% of monthly income up to $12,000 monthly max

Employee Assistance Program

- FREE benefit to employees and family members; up to 6 visits with a Licensed Professional Counselor per incident

Wellness Benefits

- Wellness Rewards Program - earn up to $300/year or $1000/year depending on your medical plan
- Wellbeing Challenges and incentives

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 and volunteer at voting centers

rain
the growth agency