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 paid leave 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 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 $100/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

Current Plan documents and Summary Plan Descriptions supersede any discrepancies on this list.

United Health Care provides the required Transparency in Coverage on behalf of Rain the Growth Agency.

rain the growth agency

REV 8.2026