

NWEA TOTAL REWARDS

At NWEA we not only offer competitive pay, career development opportunities and an awesome culture, we also offer industry leading benefits and perks that are focused on supporting our staff members' holistic well-being.

BODY & MIND

Medical, Dental, and Vision Insurance: For staff only coverage, our medical, RX, dental and vision premiums are paid at 100% (for base and buy-up medical plans) for eligible employees. NWEA also pays a portion of the dependent premium costs for eligible staff. An additional \$400 per month, which can be used to offset premium cost for dependents, or other items not currently covered by NWEA, is also provided in addition to base salary. Our dental plan includes coverage for orthodontia services, and our Vision plan includes discounts on laser vision correction. We even offer pet insurance for your furry family members!

Wellness: Designed to promote a healthier and well balanced lifestyle, our Wellness program offers massages through our onsite Licensed Massage Therapist (LMT), fitness center and locker rooms, bike storage, yearly flu shots, and wellness fairs.

Paid Time Off (PTO): Life balance is a part of overall wellness, and we encourage our people to remember this by taking time away from the office. Regular full time staff members are eligible to accrue up to 4 weeks of PTO during the first year of employment, 5 weeks after the first year, and 6 weeks after the second year all years thereafter.

Holidays: 8 designated paid holidays per year.

Flexible Spending Accounts: Use pre-tax dollars to pay for certain health, dependent care and transportation expenses.

Health Savings Accounts: Use pre-tax dollars to pay for out of pocket medical expenses for you and your family.

INVESTING IN THE FUTURE

Group Retirement Plan: NWEA contributes 15% of eligible staff members' base salary to a defined contribution 403(b) retirement savings plan.

Tuition Reimbursement: In addition to paying for a variety of job and career related trainings, NWEA reimburses up to \$1,500 per year, per staff member.

NWEA Family Scholarship: Inspired by our vision for education, the NWEA Family Scholarship Program provides opportunities for financial support to dependent children of NWEA staff.

Professional coaching services: We want staff to be successful in their current and future career, and to support this, offer the private, confidential services of our certified, on-staff coach.

JUST IN CASE

Life and AD& D Insurance: Staff receive policies equal to 1 time their annual salary (\$50,000 minimum) for Life and AD&D insurance. Premiums are 100% employer – paid.

Long Term Disability: NWEA pays premiums for long-term disability insurance with benefits equal to 60% of base salary (subject to policy maximum) after 90 days of disability or partial disability.

Identity Theft Management Services: NWEA provides proactive identity theft management services for employees.

Employee Assistant Program (EAP): NWEA's EAP offers free, confidential counseling and assistance in resolving situations that may come up in your personal or professional life such as family and personal conflicts, stress, loss and grief issues, financial and legal issues, child care referrals, etc.

THE CHERRIES ON TOP

Free Parking: NWEA offers free onsite parking (limited number of spaces), to full time staff on a first come first-serve basis. Designated spots for carpooling, and 3 recharging stations are available for electric vehicles.

TriMet pass: NWEA provides TriMet passes for all Portland based, fulltime staff.

ZipCar: No application fee, reduced annual fees and discounted daily rates.

Opportunities (and encouragement) to volunteer: We have opportunities on site at our office locations for community giving in the form of used clothing drives, food drives, and blood drives. We also have active and ongoing volunteering partnership with organizations like the [Big Brothers Big Sisters of Portland](#) and the [Blanchet House](#).

PERKS – NWEA partners with multiple organizations to provide discounts for various services: Lloyd athletic club, hotel discounts, Dell, Dry Cleaning, among many others.