

Crain Communications is committed to providing its employees with a Total Rewards Program that includes a competitive compensation and comprehensive benefits program. The company provides full-time U.S. based employees with a variety of "optional" benefits that may be selected based upon personal needs — some at no cost and for others, the cost is shared by Crain and employees.

- Aetna HealthFund Choice POSII, CDHP or PPO
- Aetna Dental PPO or DMO
- EyeMed Vision Care Plan
- Health Savings Account
- Flexible Spending Accounts for healthcare and dependent care
- Basic Life and AD&D
- Legal Assistance and Identity Theft Protection
- Short-term and Long-term Disability benefits after 6 months
- Paid Time Off
- Sick Time
- Paid Holidays
- Anniversary Service Awards
- Employee Assistance Plan
- Retirement Program: 401(k) with employer match that begins immediately once an employee contributes
- Professional Development / Tuition Reimbursement
- Employee Referral Reward Program
- Opportunities for Employee-driven Community support
- · Four weeks of paid Parental Leave during the first year of the child's birth or adoption
- A variety of negotiated employee discounts (may differ by location)

In addition to your healthcare coverage, Crain offers coverage for your legal spouse, and dependent children. Eligibility to participate in most benefit plans begins on the first of the month following your date of hire, except for Disability Benefits and Education Assistance benefits.

